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national day of remembrance and action on violence against women
DECEMBER 6

CAUT Launches National Campaign to Save Library & Archives Canada

CONCERNED that the one federal institution responsible for preserving Canada's culture and history is under threat, CAUT has launched a nationwide campaign to protect Library and Archives Canada.

"Badly conceived restructuring, a narrowing of its mandate and funding cuts are undermining the ability of Library and Archives Canada to acquire, preserve and make publicly available the nation's documentary heritage," CAUT executive director James Turk said during a news conference to unveil the campaign on Parliament Hill Nov. 2.

He noted that funding for Library and Archives Canada is expected to fall by nearly 20 per cent by 2014, and that the current "modernization" process has already led to a dramatic reduction in the amount of materials being collected.

"Modernization is really being used as a code word for the narrowing of the institution's mandate and an excuse for cutting services," Turk said. "All Canadians who rely on Library and Archives collections are being affected, including academic staff and students, researchers, authors, documentarians, historians, families tracking their genealogies, librarians and aboriginal communities."

Changes underway at Library and Archives Canada, including reduced public access to collections, the elimination of a number of specialist archivists positions and cuts to materials acquisition, have drawn widespread criticism.



Library & Archives Canada — Funding cuts & management policies are threatening the future of the institution responsible for preservation of Canada's heritage.

Liam McGahern, president of the Antiquarian Booksellers Association of Canada, also spoke during the press conference echoing Turk's sentiments and noting that changes in

Library and Archive acquisitions policy is creating holes in the institution's collection that will

See NATIONAL CAMPAIGN Page A9 →

L'ACPPU lance une campagne nationale pour sauver Bibliothèque et Archives Canada

SÉRIEUSEMENT préoccupée par la menace qui pèse sur l'unique institution fédérale ayant pour mission de préserver la culture et l'histoire du Canada, l'ACPPU a entrepris à l'échelle nationale une campagne destinée à protéger Bibliothèque et Archives Canada.

« Une restructuration mal conçue, le resserrement de son mandat et la mise en oeuvre de coupes budgétaires sont autant de facteurs qui minent la capacité de cet organisme à acquérir, préserver et rendre publiquement accessible le patrimoine documentaire de la nation », a expliqué le directeur général de l'ACPPU, James Turk, lors de la conférence de presse de lancement de la campagne qu'il a donnée sur la colline du Parlement le 2 novembre.

Il a signalé que le financement accordé à Bibliothèque et Archives Canada devrait chuter de presque 20 % d'ici 2014 et que le processus

de « modernisation » en cours a déjà provoqué une sévère réduction de ses collections.

« En fait, la modernisation sert à la fois d'euphémisme pour désigner le rétrécissement du mandat de l'institution et de prétexte pour serrer dans ses services », affirme M. Turk. « Tous les Canadiens qui comptent sur les collections de la bibliothèque et des archives sont touchés par la situation : membres du personnel académique et étudiants, chercheurs, auteurs, documentaristes, historiens, familles désireuses de reconstituer leur arbre généalogique, bibliothécaires et communautés autochtones. »

Les changements en cours à Bibliothèque et Archives Canada, dont l'accès réduit du public aux collections, l'abolition de postes d'archivistes spécialisés et les coupes dans les budgets d'acquisition de documents, sont critiqués de toutes parts.

Le président de l'Association de la librairie ancienne du Canada, Liam McGahern, également présent à la conférence de presse, a abondé dans le sens de M. Turk en soulignant que les lacunes découlant de l'interruption des acqui-

Voix CAMPAGNE NATIONALE à la page A7 →

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2705, promenade Queensview Drive
Ottawa (Ontario) K2B 8K2
Tel: 613-820-2270 / Fax: 613-820-2417
duhaime@caut.ca

President / Président
Wayne Peters

Executive Director / Directeur général
James Turk

Managing Editor / Rédactrice en chef
Liza Duhaime

Advertising / Publicité
Rosa Labocetta (ads@caut.ca)

Circulation / Diffusion
Nicole Gagné (gagne@caut.ca)

Graphic Design / Graphisme
Kevin Albert

Editorial Board / Comité de rédaction
Wayne Peters James Turk
Penni Stewart David Robinson
Anver Saloojee Liza Duhaime

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Letters for publication are welcome. Letters should address a specific article, comment, or letter that recently appeared in the paper or be tied to recent events. Letters are limited to 300 words and may be edited for length and clarity. Include your name, address and phone number. Anonymous letters will not be accepted. Submissions that are considered potentially libellous will not be published. We read every letter we receive and every letter gets equal consideration. Publication is at the sole discretion of CAUT. If your letter is accepted for publication, you will be contacted.

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COMMENT OPINIONS

COMMENTARY

Hume's Diffuse Effects Cannot Be Reduced to a Narrow Vision

The 'impact' of great work is neither immediate nor measurable by the apparatchiks: it echoes down the ages, says Simon Blackburn.

DAVID Hume was born 300 years ago this [year]. Prompted by the anniversary, many philosophers worldwide will be reflecting on his great works. In the UK this comes at a cost, since doing so deflects us from scrambling to find activities with more immediate and measurable "impact." We can nevertheless find a kind of justification in his writings.

Speaking of the different species of philosophy, in the first part of his *Enquiry Concerning Human Understanding* (1748), he wrote that "though a philosopher may live remote from business, the genius of philosophy, if carefully cultivated by several, must gradually diffuse itself throughout the whole society, and bestow a similar correctness on every art and calling."

I find it interesting that it is the idea of diffusion that appealed to him here. It did so to George Eliot, too, when in the wonderful final sentence of *Middlemarch* (1874), she contrasted Dorothea's quiet future with the idealistic visions of doing good with which she had started life: "But the effect of her being on those around her was incalculably diffusive: for the growing good of the world is partly dependent on unhistoric acts, and that things are not so ill with you and me as they might have been, is half owing to the number who lived faithfully a hidden life, and rest in unvisited tombs."

Incalculably diffusive processes are real enough. Education is one of them. Sending a book or an idea into the marketplace may be the datable beginning of a diffusive process, but then there may be no datable end product. William Shakespeare's works diffuse after more than four centuries; Hume's after three. Their works are tributaries into the vast stream of thoughts and ideas and writings and political changes that made the modern world. But nobody can calculate the effect that just one work had, any more than they can calculate just how much of the growth of a flower, or how much of its beauty, was the result of any one raindrop falling on any one day. Yet nobody doubts that rain makes the garden grow. It is an incalculably diffusive process.

I said that nobody doubts these realities, but perhaps I am wrong. For when we think about it, the Higher Education Funding Council for England (Hefce), for one, does not believe in incalculably diffusive processes. The metaphor of impact, derived from the shuntings of classical mechanics, implies a one-on-one causal sequence. First the billiard ball



“
Nobody can calculate the effect that just one work had, any more than they can calculate just how much of the growth of a flower was the result of any single raindrop.”

moves, then it collides with another, and then the other accelerates off: a measurable, datable, visible, verifiable event. We are told that our academic effects must fit into this model, or be counted as nothing. And even if they do, unless the event can be shown to be an improvement, then again it counts as nothing.

This, we may remember, is the hurdle on which Socrates fell, and it is indeed often quite hard to demonstrate improvement. Self-report is no guarantee, for there are processes of corruption that require the victim to feel that he or she is improving as they take place: inductions into cults, for example.

I believe, profoundly, that reading Hume improves almost anybody's mind. But generations of churchmen would have dissented, and thrashing the issue out would be a long business. Although individual researches are often incalculably diffusive, medical science may at least find it easier to tick this box, since

we all value health. But whether we value it to the exclusion of everything else may be doubted. I recall the cartoon of two drooling, decrepit men in what is obviously a ghastly old folks' home, with the caption: "Just think, if we hadn't given up partying and drinking, we would have missed all this."

And after all, Jean-Jacques Rousseau first made his name by winning an important prize of the Dijon Academy, arguing that the progress of the arts and sciences had diminished, rather than increased, human well-being. Hume, indeed, quarrelled with Rousseau, but not so far as we know over this.

I suppose when we think about it, having only a reductive and slightly old-fashioned model of causation is making a philosophical mistake, even if the apparatchiks in the Department for Business, Innovation and Skills or Hefce would not know what that meant, nor that Hume made the greatest contribution to the philosophy of causation. But I am not guessing that pointing this out will have any immediate impact, any more than Hume thought that his efforts to enlighten the public would bear fruit before his own death. ■

Simon Blackburn is professor of philosophy, University of Cambridge. His *How to Read Hume* is published by Granta Books.

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PRESIDENT'S COLUMN

International Engagement Builds a Stronger Base



By WAYNE PETERS

I HAVE recently written about a crisis facing post-secondary education in this country brought on by neo-liberal transformations in our economic, social and political landscapes. I have also written about attacks on professional academic librarians by bean-counting managers who misguidedly exploit technology to save money and justify a widespread deskilling and unbundling of their work.

To meet these and other challenges, academic staff associations need to consider how best to mobilize members for the long term. In essence, we need to look beyond our collective agreements to engage a greater number of our members. Broad-based support for our associations must be built on the diverse economic, social and political interests and expertise that already exist within our memberships.

With this in mind, I want to highlight the work CAUT does on the international stage. The challenges and threats we see locally are often manifestations of larger global trends. Through its international work, CAUT has been able to respond more effectively to the ever-changing environment of post-secondary education and to better assist its lo-

“Through its international work, CAUT has been able to respond more effectively to the ever-changing environment of post-secondary education.

cal associations in doing the same. International cooperation work can mobilize members and take engagement to the next level.

Every association undoubtedly has members with competencies well-suited to international efforts. Unfortunately, many of these individuals often only see their association's efforts as bargaining and grievance work, not aligning with their own interests and expertise, so they see little reason to get involved. Through international work, associations can create opportunities to capture these colleagues' contributions and help build a stronger, more broad-based community.

Much of CAUT's international work is facilitated through its membership in Education International. Through this organization, we are able to maintain close connections

with national academic staff associations around the world. CAUT is also an influential actor in the policy-making processes of EI. Most recently, a CAUT proposed resolution on copyright was adopted unanimously by EI's World Congress.

We are also active in monitoring discussions on international trade agreements because educational services are seen by free traders as a valuable tradable commodity. CAUT's role includes lobbying the federal government to ensure our politicians don't make or seek to make commitments on education services, as well as working with our American, European and southern counterparts to mobilize concern internationally. Through the work of our associate executive director, David Robinson, CAUT has played a leading role in World Trade Organization talks and in meetings of the Organisation for Economic Co-operation and Development.

CAUT continues to be a strong and credible voice through its international solidarity work in defense of academic freedom, human rights, civil liberties and trade union rights. Violations of these principles in other countries cannot be ignored. CAUT's demonstrations of support for individuals and groups in jeopardy and letters of protest against abuses are critical to protecting our own rights here at home.

CAUT has also developed and signed reciprocal membership agreements with many national academic staff associations. These serve to protect visiting academic staff at higher education institutions by extending the same rights as every other staff member in the host country.

These and other efforts on the international scene continue to be valuable commitments for CAUT and its member associations. Recently, CAUT's Executive Committee has been considering how to step up its work on this front. At its November 2010 Council meeting, CAUT adopted policy guidelines for international cooperation work. The primary guiding principle is that any international cooperation work should strengthen the capacity of postsecondary education trade unions to promote the economic, social and political interests of their members.

With this direction from Council, the Executive Committee is now discussing two opportunities to extend international cooperation efforts.

One builds on a reciprocal membership agreement recently signed with the National Association of Graduate Teachers in Ghana, where CAUT is exploring the possibility of working with the association to improve its capacity. Ideas for accomplishing this include assisting with the design of a leadership training program and development of an organizing strategy to recruit

more members.

The second is a request from the Federation of Unions of Palestinian University Professors and Employees to provide support and advice about establishing an office to carry out the day-to-day affairs of the union, implementing a training strategy to educate members about their rights, and developing a communications plan to improve relationships with members. This work arises as a result of the 2010 joint EI/CAUT report entitled *The Status of Higher Education Teaching Personnel in Israel, the West Bank and Gaza*.

We can be proud of CAUT's reputation and credibility on the international stage. Academic staff associations around the world recognize CAUT as a strong advocate for higher education and its employees. And, working to build the capacity of postsecondary education trade unions in other countries provides opportunities for our local associations to engage members who formerly have not been involved with their associations.

Opportunities, like those cited here, exist all over the globe and certainly have the potential to capture the economic, social and political interests and expertise of our members. In so doing, we increase the capacity of postsecondary education trade unions around the world while, at the same time, we build a broader base of support for our local associations at home. ■

LE MOT DU PRÉSIDENT

S'engager à l'international pour édifier une base plus solide

Par WAYNE PETERS

DANS une récente chronique, j'ai évoqué la tourmente consécutive aux transformations néo-libérales des paysages économique, social et politique qui secoue le secteur de l'éducation postsecondaire au Canada. De même, j'ai dénoncé, dans le numéro du mois dernier, les coups portés contre les bibliothécaires académiques par les gestionnaires « petits comptables » qui exploitent la technologie à mauvais escient pour réaliser des économies et justifier la déqualification et la décomposition généralisées du travail des bibliothécaires.

Pour faire face à ces défis ainsi qu'à d'autres, les associations de personnel académique doivent envisager la meilleure façon de mobiliser leurs membres à long terme. Essentiellement, nous devons nous élever au-delà de nos conventions collectives pour engager la participa-

tion d'un plus grand nombre de nos membres. L'affirmation d'un soutien massif à nos associations s'articule fortement autour des intérêts personnels et des domaines d'expertise des membres en place.

Dans cette optique, je veux souligner le travail que l'IACPPU accomplit sur la scène internationale. Les enjeux et les menaces auxquels nous sommes confrontés à l'échelle locale sont bien souvent des manifestations de profondes tendances mondiales. Au travers de ses actions à l'international, l'IACPPU réussit à s'adapter avec le plus d'efficacité possible à l'environnement en constante évolution du secteur de l'éducation postsecondaire et à mieux aider ses associations locales à faire de même. Le travail de coopération internationale contribue à la mobilisation des membres et au renforcement de leur engagement.

Chaque association compte sans aucun doute des membres par-

faitement rompus à l'action internationale. Mais, malheureusement, comme bon nombre de ces personnes n'envisagent souvent le travail de leur association que sous l'angle de la négociation et du règlement des griefs, elles ne voient guère de raison de s'engager dans des activités qui ne correspondent pas à leurs propres intérêts et expertise. Par le biais du travail à l'international, les associations peuvent créer des occasions de mettre à profit l'apport de ces collègues et d'édifier une base plus solide à plus grande échelle.

L'adhésion de l'IACPPU à l'International de l'Éducation rend possible une grande partie de ses activités internationales, cet organisme lui permettant d'entretenir des liens étroits avec des associations nationales de personnel académique dans le monde entier. L'IACPPU joue par ailleurs un rôle influent dans les processus d'élaboration des politi-

ques de l'IE, comme en témoigne l'adoption unanime du projet de résolution de l'IACPPU sur le droit d'auteur lors du récent congrès mondial de l'IE.

Nous nous intéressons aussi de près aux négociations des accords de commerce internationaux parce que les services éducatifs sont considérés par les partisans du libre-échange comme un produit échangeable de valeur. À ce chapitre, l'IACPPU fait pression auprès du gouvernement fédéral pour veiller à ce que nos dirigeants politiques ne prennent, ni ne cherchent à prendre, aucun engagement à l'égard des services d'éducation, et elle travaille de concert avec ses homologues des États-Unis, de l'Europe et du Sud à sensibiliser la communauté internationale à ce sujet. Grâce au travail de son directeur général associé, David Robinson, l'IACPPU joue un rôle de premier plan dans les pourparlers de l'Or-

ganisation mondiale du commerce et les réunions de l'Organisation de coopération et de développement économiques.

L'IACPPU continue, par ses actions de solidarité internationale, à défendre d'une voix forte et crédible la liberté académique, les droits humains, les libertés civiles et les droits syndicaux. Elle ne saurait fermer les yeux sur les violations de ces principes. Ses expressions de soutien aux personnes et aux groupes en danger, tout comme ses lettres de protestation contre les abus, sont indispensables pour la protection de nos propres droits ici même au pays.

L'IACPPU a également élaboré et conclu avec ses pendants de plusieurs pays des ententes de réciprocité qui protègent les membres du personnel académique invités dans des établissements d'enseignement

Voir S'ENGAGER à la page A10 ➔



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ACTUALITÉS

La dette étudiante dépassera 15 milliards de dollars en 2013

SELON un nouveau rapport actuariel sur le Programme canadien de prêts aux étudiants, publié le mois dernier par le gouvernement fédéral, la limite légale de 15 milliards de dollars pour le montant total des prêts d'études fédéraux impayés sera atteinte et dépassée dès janvier 2013 en raison de la montée en flèche des frais de scolarité.

Le gouvernement avait augmenté le plafond de la dette étudiante nationale de 10 milliards de dollars en 2000.

La trajectoire actuelle du niveau des prêts étudiants fédéraux ne tient pas compte de la dette provinciale des étudiants évaluée à quelque 5 milliards de dollars, ni des autres dettes personnelles contractées pour payer les études postsecondaires et financées entre autres par des cartes ou des marges de crédit, des emprunts bancaires et des prêts de famille. La somme ne tient pas compte non plus des intérêts.

Des mesures doivent rapidement être prises avant que n'éclate la bulle de l'endettement étudiant, prévient la Fédération canadienne des étudiantes et étudiants (FCEE), qui réclame un nouveau plan du gouvernement destiné à corriger les inégalités d'accès aux études postsecondaires et à réduire les disparités socio-économiques.

« L'augmentation des coûts et un manque de vision fédérale pour l'éducation postsecondaire font en sorte qu'on endette toute une génération », a déclaré Roxanne Dubois, présidente nationale de la FCEE. « Si le gouvernement n'empêche pas cette limite d'être atteinte, les prêts étudiants vont s'écouler ou le gouvernement fédéral va enfreindre la loi. »

Alors que les étudiants dépendent de plus en plus de l'aide financière pour payer leurs frais de scolarité, « la seule solution est de ne pas dépasser le plafond et de convertir



L'augmentation des coûts et un manque de vision fédérale pour l'éducation postsecondaire font en sorte qu'on endette toute une génération.

— Roxanne Dubois
Présidente nationale
de la FCEE

des prêts étudiants en bourses non remboursables », ajoute Mme Dubois. « Il est grand temps que le gouvernement soit à l'écoute des étudiants et songe sérieusement à la crise de la dette étudiante. »

La moyenne des frais exigés des étudiants du premier cycle s'est démesurément accrue de près de 300 % ces vingt dernières années. Les étudiants inscrits à des programmes professionnels subissent des hausses de frais encore plus fulgurantes.

Le rapport actuariel sur le programme de prêts souligne que pour chaque dollar d'aide financière non remboursable alloué par le gouvernement fédéral, quatre dollars environ sont alloués en prêts remboursables avec intérêt.

Compte tenu du taux d'inflation et de l'augmentation du nombre d'inscriptions, le niveau de financement de l'éducation postsecondaire reste encore bien inférieur à celui des transferts fédéraux du début des années 1990. L'ACPPU et la FCEE demandent que le financement soit ramené aux niveaux de 1992-1993, une fois l'inflation et la croissance démographique prises en compte. ■

English on page A7.

Québec : les professeurs s'opposent à la hausse des frais de scolarité

LE mois dernier, la Fédération québécoise des professeurs et professeurs d'université (FQPPU) a adopté par une majorité écrasante une résolution qui réaffirme son opposition à la hausse des droits de scolarité annoncée.

Dans son budget de mars 2011, le gouvernement provincial prévoit une augmentation de 1 625 \$ sur cinq ans, soit 75 %. Les étudiants paieront 325 \$ de plus dès l'automne 2012.

Pour la FQPPU, augmenter les frais de scolarité, c'est tout simplement renoncer à l'engagement d'assurer l'accessibilité à l'éducation supérieure publique. La majoration des frais, selon elle, fera chuter le taux de fréquentation des établissements d'enseignement postsecondaire, particulièrement chez les étudiants issus de foyers à faible revenu, rendra la situation financière

des étudiants encore plus précaire et gonflera le niveau d'endettement étudiant.

La FQPPU a également dénoncé le processus de consultation budgétaire bafoûé, soutenant que le gouvernement avait fausement présenté la hausse des frais de scolarité « comme principale façon d'assurer un financement adéquat du réseau universitaire ».

À l'instar des fédérations étudiantes du Québec, la FQPPU réaffirme que l'accès à l'éducation postsecondaire doit demeurer un droit reconnu pour toutes les personnes qui ont les capacités de poursuivre des études, quelle que soit leur catégorie de revenu, et réclame un débat public de fond sur le financement des universités. ■

English on page A7.

NEWS ACTUALITÉS

Student Enrolment Surpasses One Million

MORE than one million undergraduate students hit the books this fall in Canada, breaking a new enrolment record.

New numbers out from the Association of Universities and Colleges of Canada show that 1,015,000 undergraduates registered in September 2011.

That same month student tuition fees went up again, running at higher than the rate of inflation, according to Statistics Canada figures.

AUCC president Paul Davidson offers a possible explanation that high enrolment numbers justify the skyrocketing cost of education: "Students, parents, and employers understand that a university degree is a sound investment in the future."

And AUCC notes that "university graduates earn on average \$1.3 million more over a lifetime than high school graduates, and they are less likely to be unemployed. Even during the recession, between 2008 and 2010, there were 300,000 net new jobs created for university graduates."

But framing post-secondary studies as a low-risk business venture is not resonating with students these days.

The Canadian Federation of Students' project on student loan debt says levels of borrowing are hitting record highs and the reality is that tuition is so high that few students



can realistically expect to seek higher education without dealing with financial consequences years down the line.

"It's disingenuous to claim in this economic climate that enormous debt loads are good investments for young people," says Roxanne Dubois, national chairperson of CFS. "Students know how important post-

secondary education is for their future livelihoods, but governments need to appreciate this too."

CFS says higher education should not be synonymous with student debt and warns that the federal education loans clock is ticking as it approaches its legal limit of \$15 billion.

"Higher enrolments coupled with

higher tuition fees will only exacerbate student indebtedness," Dubois said. "Governments must recognize the intrinsic value of undergraduate education and fund it properly."

The student federation called on the federal government to create a dedicated transfer for post-secondary education in a recent lobby blitz in Ottawa. ■

Les effectifs au premier cycle dépassent le cap du million

LES universités canadiennes ont accueilli cet automne un nombre record de plus d'un million d'étudiants du premier cycle.

Selon les plus récents chiffres publiés par l'Association des universités et collèges du Canada (AUCC), le nombre d'étudiants inscrits à des programmes de premier cycle en septembre 2011 s'élève à 1 015 000.

Le même mois, selon les données de Statistique Canada, les droits de scolarité ont à nouveau augmenté, progressant à un taux supérieur à celui de l'inflation.

Le président de l'AUCC, Paul Davidson, avance, comme explication possible, que la croissance accrue des effectifs justifierait la montée en flèche du coût des études.

« Les étudiants, leurs parents et les employeurs savent qu'un diplôme universitaire constitue un excellent investissement dans l'avenir. »

Et l'AUCC observe que « les diplômés universitaires gagnent en moyenne 1,3 million de dollars de plus que les titulaires d'un diplôme d'études secondaires, et risquent moins de se retrouver sans emploi. Même lors de la dernière récession, de 2008 à 2010, 300 000 nouveaux emplois destinés aux diplômés universitaires ont été créés. »

Mais considérer la poursuite d'études postsecondaires comme une entreprise peu risquée ne cadre pas du tout avec la réalité à laquelle les étudiants doivent composer de nos jours.

Le programme d'action mené par la Fédération canadienne des étudiantes et étudiants (FCEE) pour contenir la dette étudiante au Canada met en évidence que le niveau d'endettement atteint un record historique et que, dans les faits, le montant des droits de scolarité est tellement élevé que peu d'étudiants peuvent espérer, de façon réaliste, poursuivre des études supérieures sans avoir à se soucier des conséquences financières dans les années à venir.

« Il est malhonnête de laisser entendre dans le contexte économique actuel que le cumul d'une énorme dette est un bon investissement pour les jeunes », affirme la présidente nationale de la FCEE, Roxanne Dubois. « Les étudiants savent à quel point l'éducation postsecondaire est primordiale pour leur avenir, mais les gouvernements n'ont malheureusement pas encore compris cette évidence. »

La FCEE estime que l'éducation supérieure ne devrait pas être synonyme d'endettement pour les étudiants, et elle prévient que le montant total des prêts d'études fédéraux impayés est sur le point d'atteindre la limite légale de 15 milliards de dollars.

« La croissance continue des effectifs conjuguée à la majoration des frais de scolarité ne fera qu'aggraver l'endettement étudiant », explique Mme Dubois. « Les gouvernements doivent reconnaître la valeur intrinsèque de la formation de premier cycle et lui accorder le financement suffisant. »

La FCEE a lancé récemment un appel au gouvernement fédéral pour qu'il institue un paiement de transfert réservé à l'enseignement postsecondaire. ■

Règlement à l'amiable dans l'affaire Noir Canada

UN règlement à l'amiable est intervenu dans le litige opposant Barrick Gold Corporation et l'éditeur et les auteurs de *Noir Canada* à propos du livre critiquant les agissements de certaines sociétés minières canadiennes en Afrique.

Au début de cette année, la Cour supérieure du Québec avait ordonné à Barrick de verser une provision de 143 000 \$ aux trois auteurs de la publication et à leur éditeur, les Éditions Écosociété, pour leur permettre de préparer leur défense dans une poursuite-bailloon (poursuite stratégique contre la mobilisation publique) « en apparence abusive ».

La société aurifère avait fait part de son intention d'en appeler de la décision de la cour tout en poursuivant l'action en diffamation de 6 millions de dollars intentée contre le groupe en 2008.

Mais dans un communiqué commun publié le 18 octobre, les parties ont annoncé être parvenues à un règlement prévoyant le versement de dommages-intérêts importants et la cessation de la publication du livre.

« Nous avons conclu une entente dans le seul but de mettre fin à une lutte judiciaire qui aura duré trois ans et demi », a déclaré Alain Deneault, l'un des auteurs de *Noir Canada*. « Ainsi, nous pouvons maintenant reprendre notre débat dans la sphère publique plutôt que devant les tribunaux. »

Les auteurs persistent à dire que le livre mérite d'être publié et réclament la création d'une commission d'enquête pour faire la lumière sur les rapports entre les sociétés minières canadiennes, les conflits armés et les acteurs politiques en



Manifestation contre les poursuites-bailloons devant le palais de justice de Montréal, le 12 juin 2008. Plus de 12 000 citoyens, une soixantaine de maisons d'édition, des journaux de réputation internationale et 500 professeurs québécois et canadiens ont fait valoir que la poursuite de 6 millions de dollars intentée par Barrick Gold contre les auteurs de *Noir Canada* et sa maison d'édition — qui vient de se conclure par une entente à l'amiable — était en fait un SLAPP (Strategic Lawsuit Against Public Participation).

Afrique.

« Nous ne sommes pas des experts juridiques », indique M. Deneault, « mais nous croyons savoir qu'il existe un certain nombre d'allégations documentées au sujet des activités menées dans ces régions, de même qu'une large présence de sociétés minières transnationales, et que ces allégations nécessitent une enquête. »

Le professeur de droit Pierre Noireau de l'Université de Montréal et 14 autres universitaires et auteurs renommés du Québec ont publié,

le 19 octobre dans *Le Devoir*, une lettre ouverte soulignant que le règlement intervenu « démontre qu'il s'agissait bel et bien depuis le début d'une poursuite visant non pas à réfuter mais à bâillonner les auteurs et à faire taire leurs interrogations légitimes ».

Le règlement permet ainsi à Barrick d'empêcher que des éléments de preuve susceptibles de ternir son image soient mis au jour devant les tribunaux.

Les auteurs, de leur côté, cherchaient « désespérément à s'extr-

per d'un carcan juridique insupportable », peut-on lire dans la lettre.

M. Deneault s'attache à présent à faire la promotion de son plus récent ouvrage publié en anglais, *Imperial Canada Inc.: Legal Haven of Choice for the World's Mining Industries*, qui se trouve lui aussi sous le coup d'une menace de poursuite judiciaire de la part de Barrick. ■

English on page A6.

NEWS ACTUALITÉS

Noir Canada Defamation Lawsuit Settled, Publication of Book Stopped

BARRICK Gold Corp. and *Noir Canada* publisher and authors have reached an out-of-court settlement, ending a legal dispute over the book critiquing the Canadian mining industry's actions in Africa.

Earlier this year, a Quebec Superior Court judge ruled Barrick had to pay \$143,000 to the book's three authors and publisher, Les Éditions Écosociété Inc., to prepare their defense in a "seemingly abusive" SLAPP lawsuit — a strategic lawsuit against public participation.

Barrick said it intended to appeal the court's decision while continuing to pursue the \$6 million defamation claim launched against the group in 2008.

But in a joint statement issued Oct. 18, the parties announced they had reached a settlement that included a significant payment to Barrick and agreement to stop publishing the book.

"The settlement was only made for the sole purpose of resolving the three-and-a-half year legal battle," says *Noir Canada* author Alain Deneault, "which means we can return to having our discussions back in the public sphere, instead of the courtroom."

The authors maintain that the book deserves to be published and that there should still be an inquiry into the relationship between Canadian mining corporations, armed conflict, and political actors in Africa.

"We don't do legal work," says



As part of the agreement with Barrick Gold, Écosociété, a small publisher based in Quebec, has put an end to publishing & reprinting *Noir Canada*. But the publisher & academics/authors Alain Deneault, Delphine Abadie & William Sacher still face a \$5M libel lawsuit by Banro Corporation, a Canadian-based company with mining operations along a major gold belt of the Democratic Republic of the Congo.

Deneault, "but we understand that there are a number of documented allegations in these areas, and a large presence of transnational mining companies, and that the allegations need to be investigated."

Montreal law professor Pierre Noreau and 14 other of Quebec's leading academics and authors published an open letter Oct. 19 in *Le Devoir* warning that the set-

tlement shows "that the lawsuit was from the very beginning not a procedure meant to refute but rather to silence the authors and their legitimate questions."

The settlement offers a chance for Barrick to prevent evidence from becoming public through the judicial system that could tarnish the company's image.

The authors, on the other hand,

"were desperately trying to extricate themselves from a legal unbearable straitjacket," the letter states.

Deneault is now focusing on promotion of his latest book, *Imperial Canada Inc.: Legal Haven of Choice for the World's Mining Industries*, which has also been the target of threatened legal action from Barrick. ■

Version française à la page A5.

NSCAD Talks Could Face Strike Action

FACULTY, technical staff and support staff bargaining units at NSCAD University have voted overwhelmingly for strike action in recent weeks in the face of employer concessionary demands.

Following a provincial report last fall that named NSCAD as one of six universities at risk because of financial problems, the Nova Scotia government this September asked former provincial deputy minister Howard Windsor to propose a future for NSCAD, which may include options from terminating programs to merging with another school. His report is due late November.

Friends of NSCAD University, an ad hoc group of faculty, staff and alumni, are petitioning against a merger. The petition is available online at www.change.org/petitions/keep-nscad-university-intact-and-independent.

NSCAD University is Canada's oldest fine art degree granting university and the only independent institution offering a full range of programming in visual art and design east of Ontario. ■

Intern Nation

➔ From PAGE A11

Though his arguments are redundant by the end of the book, they are an important critique for employers, policy-makers, academics and students. Internships exploit the zeal of youth where "the burden of creating something meaningful falls squarely on the shoulders of the intern." The masses of interns are yet another classification in the growing body of precarious workers; they are entrepreneurs of their own careers and bear all the risk of employment uncertainty. As well, internships perpetuate a credential arms race that is losing all meaning.

In economic terms Perlin says internships are broken "signals" to employers due to "systematic over-investment" and the "perennial glut of overqualified interns." Yet unpaid internships seem to be the new entry level job and real work and real jobs are systematically devalued and eliminated as students and recent graduates clamour to do the work free of charge.

This book is very accessible with a dark humour and a host of interesting personal stories — even that of all-time famous intern Monica Lewinsky. As an assigned classroom reading it would provide for rich discussion on a range of topics across the disciplines of economics, sociology, business, labour studies and education.

In particular, Perlin makes salient points about the classism, elitism and discrimination embedded in the internship system, about the race to the bottom, about precarious work and about strategies for collective action. Given the age of most interns, this book is also highly relevant for university students who may be contemplating the draws of the internship world. ■

Johanna Weststar is a management professor and vice-president of the faculty union at Saint Mary's University in Halifax, Nova Scotia.

CAUSES EXPERIENCES CONSEQUENCES



Casualization
of the Academy

CALL FOR PAPERS

CAUT's contract academic staff committee is seeking submissions to an edited volume on the causes, experiences and consequences of the shift to greater reliance on contingent academic labour in the academy. We are interested in original research on how and why this has happened and its consequences for the working lives of all post-secondary academics and their students, as well as anecdotes and reflections on the experience of contract academics. Our primary focus is Canada, but we are also interested in material from the US and UK for comparative purposes.

Do you have research or reflections on casualization?

Contact Robert Johnson by February 28, 2012

Please send an abstract of 500 words or less, an estimate of the length of the finished work (3,000–4,000 words for reflections, 5,000–6,000 words for original research) and your full contact details to the address shown below.

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NEWS ACTUALITÉS

Book Raises Issues about Academic Freedom in wake of Incident at York

DURING 2008–2009, Israel lobby organizations made concerted efforts to block a planned conference on statehood for Israel and Palestine at York University.

So begins the narrative of a new book just released by CAUT, *No Debate: The Israel Lobby and Free Speech at Canadian Universities*. The book reports the investigation by author Jon Thompson, professor emeritus of the University of New Brunswick and one of Canada's leading experts on academic freedom, over the controversy that erupted at York soon after the Israel-Palestine conference was advertised, and which intensified over the ensuing months.

The event was repeatedly denounced, and university administrators were bombarded with irate phone calls and emails. York, as the host university, was attacked in full-page ads, and warned of boycotts and of donations being withheld.

Gary Goodyear, the Minister of State for Science and Technology, took the unprecedented step of contacting the Social Sciences and Humanities Research Council, the academic funding agency that helped finance the event. In response, SSHRC acted outside of its policies. CAUT made a public issue of the unprecedented move and, in the end, the conference was held as planned.

This book establishes the facts of the case, provides a context for understanding it, and explores the meaning of academic freedom in Canada. It also offers measures that universities and academic staff members can take to reinforce their ability to discuss and debate ideas that make some uncomfortable.

No Debate is now available for sale at lorimer.ca.

Full book details on page A8.

Quebec Professors Oppose Tuition Fee Increases

THE council representing Quebec university professors voted overwhelmingly last month reaffirming its opposition to the province's plan to increase tuition fees.

Quebec's March 2011 budget announced a \$1,625 university tuition hike over five years, representing a 75 per cent increase from the current fees. The first increase will take effect next fall.

According to the Fédération Québécoise des Professeurs et Professeurs d'Université, raising fees is a

move away from a commitment to accessible, public higher education. FQPPU said the boost in tuition will lead to declining post-secondary education attendance rates, especially among students from lower-income households, create extremely challenging fiscal circumstances for students, and inflate student debt loads.

The professors' federation also took aim at the flawed budget consultation process, arguing the government "falsely" presented the up-

tick in tuition as "the only way to ensure adequate funding of the university network."

Like the province's student federations, Quebec's professors reiterated that access to a post-secondary education must remain a recognized right for everyone with the ability to pursue studies regardless of their income bracket, and once again called for a broad public debate on university funding. ■

Version française à la page A4.

Student Loans to Exceed \$15B by 2013

A NEW federal government actuarial report on the Canada Student Loans Program shows that the \$15 billion legal limit for outstanding federal student loans will be reached and surpassed as early as January 2013 as a result of sharply rising tuition fees.

The government raised the national student loans debt ceiling by \$10 billion in 2000.

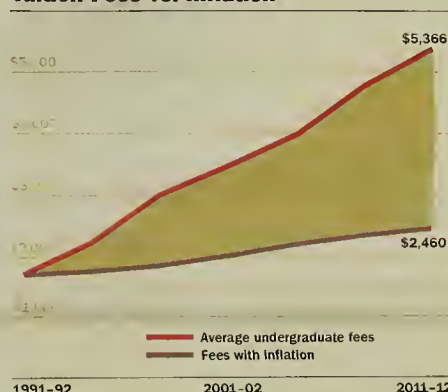
The current trajectory of federal student loans does not include the roughly \$5 billion in provincial student loan debt, nor other personal debts used to fund post-secondary education such as credit cards, lines of credit, bank loans or family loans. It also does not include interest.

Some action needs to be taken before the student loan bubble bursts, says the Canadian Federation of Students, which wants a new plan from the government to deal with rising inequities in access to post-secondary education and socioeconomic disparities.

"With mounting costs and a lack of a federal vision for post-secondary education, Canada risks bankrupting a generation," said CFS national chairperson Roxanne Dubois. "If the government allows this breach to occur, student loans will either dry up, or the federal government will violate what is effectively the law."

With students more and more reliant on financial assistance to pay their tuition bills, "the only way forward is for the government to re-

Tuition Fees vs. Inflation



spect the cap and start to convert some student loans to grants," Dubois said. "Time is running out for the federal government to listen to students and get serious about rising student debt."

Average tuition fees for undergraduate students have ballooned by more than 300 per cent over the last 20 years. Students entering professional programs have seen even steeper increases.

The audit of the loan program released last month shows that for every dollar the federal govern-

ment provides in non-repayable assistance, approximately four dollars are issued as loans that have to be repaid with interest.

Taking into account inflation and increased enrollment, funding for post-secondary education still falls well short of federal transfers in the early 1990s. CAUT and CFS have called for increases to restore post-secondary education funding to 1992–1993 levels, adjusted for inflation and population growth. ■

Version française à la page A4.

L'ACPPU lance une campagne nationale pour sauver Bibliothèque et Archives Canada

➔ Suite de la PAGE A1

sitions de Bibliothèque et Archives Canada seront difficiles à combler rétroactivement.

Bien que depuis sa création elle se soit occupée avant tout de conserver l'intégrité de sa collection, l'institution adopte maintenant un « modèle d'acquisition représentative » axé uniquement sur la préservation du « patrimoine documentaire essentiel » du Canada.

En mai 2009, Bibliothèque et Archives Canada a annoncé un moratoire de dix mois sur toutes les acquisitions payantes. Quoique celui-ci ait été officiellement levé l'an dernier, indique M. Turk, les acquisitions n'ont pas toutes repris leur rythme antérieur et des documents d'importance historique risquent d'être perdus.

La campagne de l'ACPPU « Sauvons Bibliothèque et Archives Canada » appelle le gouvernement et les dirigeants de cet organisme à prendre des mesures pour protéger la qualité et l'intégrité des seuls fonds de bibliothèque et d'archives publiques et nationales du Canada.

« Nous demandons à nos membres et à tous les Canadiens de s'engager dans cette action car le patrimoine artistique, historique et culturel de notre nation est en jeu », insiste M. Turk.

Par ailleurs, la campagne appelle le gouvernement fédéral, d'une part, à modifier la *Loi sur la Bibliothèque et les Archives du Canada* de sorte à préciser clairement l'obligation faite à l'institution de conserver une collection complète du patrimoine documentaire du Canada, d'autre part, à procurer les fonds nécessaires pour que l'institution remplisse cette obligation.

Bibliothèque et Archives Canada doit également, ajoute M. Turk, rétablir les services au public, notamment « la possibilité de recourir sur place à des archivistes et à des bibliothécaires, l'accès à la collection de référence générale et le rétablissement de postes d'archivistes spécialisés ». ■

SUR LE NET

Pour plus d'information sur la campagne et pour savoir comment y participer, rendez-vous sur le site www.sauvonsbiblioarchives.ca.

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Fin de la retraite obligatoire à l'UPEI

Le litige sur la retraite obligatoire à l'Université de l'Île-du-Prince-Édouard qui se poursuivait depuis six ans a enfin trouvé un règlement.

Dans un communiqué commun publié le 12 octobre, l'université et l'association du personnel académique de l'Université de l'Île-du-Prince-Édouard (UPEIFA) ont annoncé s'être entendues pour mettre un terme à la retraite obligatoire et à toutes les procédures judiciaires en la matière.

« Nous avons lutté contre cette politique discriminatoire depuis son entrée en vigueur. Nous nous réjouissons donc que l'employeur ait décidé d'abandonner la bataille et que les ressources financières et autres de l'université soient maintenant redéployées de sorte à renforcer encore davantage le prestige

de l'UPEI », a déclaré la présidente de l'association, Betty Jeffery.

Six employés de l'UPEI, dont cinq membres du corps universitaire et un membre du personnel de soutien, contraints de partir à la retraite à 65 ans avaient déposé une plainte auprès du Tribunal provincial des droits de la personne.

Le tribunal avait statué dans deux décisions distinctes que les dispositions de la convention collective portant sur la retraite obligatoire étaient discriminatoires et que des indemnités évaluées à plusieurs centaines de milliers de dollars devaient être versées aux plaignants pour les pertes de salaire et de cotisations de retraite subies ainsi qu'en dommages-intérêts et dépens.

L'UPEI avait dans un premier temps décidé de contester les déci-

sions du tribunal devant la cour d'appel de la province, mais s'est ensuite ravisée. De plus, l'association du personnel académique a été indemnisée pour les frais juridiques engagés.

Les six employés ont été réintégrés dans leurs fonctions en 2010, mais la question de leur indemnisation reste à trancher.

Selon la déclaration commune, l'université « s'efforcera de bonne foi de régler la question de l'indemnisation de ces employés et elle a bon espoir qu'une entente sera conclue dans un proche avenir ».

Si les parties ne parviennent pas à un règlement, c'est la Cour suprême provinciale qui se prononcera sur les réclamations. ■

English on page A9.

The facts. The context. The future.
The meaning of academic freedom in Canada.

NO DEBATE.

**the Israel lobby and free speech
at Canadian universities**

In 2009, when Israel lobby organizations made concerted efforts to block a planned conference on **statehood for Israel and Palestine** at Toronto's York University, and persuaded the Harper government to interfere, CAUT made public the issue of the **government's involvement**. In the end, the conference was held as planned.

No Debate is the report of an investigation by author **Jon Thompson** into the conference at York University. He establishes the facts of the case, provides a context for understanding it, and explores the meaning of academic freedom. He also proposes measures by which universities, colleges and academic staff can better safeguard their ability to discuss and debate ideas.

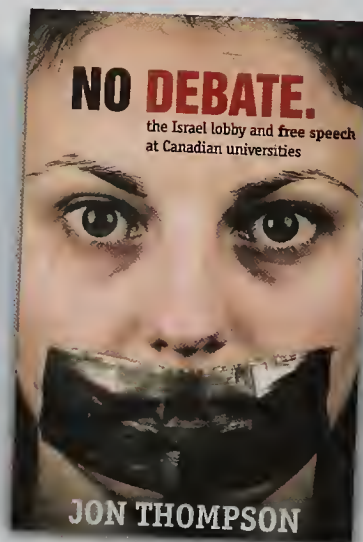
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NEWS ACTUALITÉS

Work to Rule Campaign Continues ahead of Pension Talks in UK

AFTER a weeks-long work to rule campaign by UK academics in a bitter dispute over their pensions, employers have now agreed to resume talks with union officials.

University and College Union (UCU) members last month began their latest round of industrial action over employer-led changes to the Universities Superannuation Scheme that could mean an average loss of £100,000 (C\$162,000) per member during retirement.

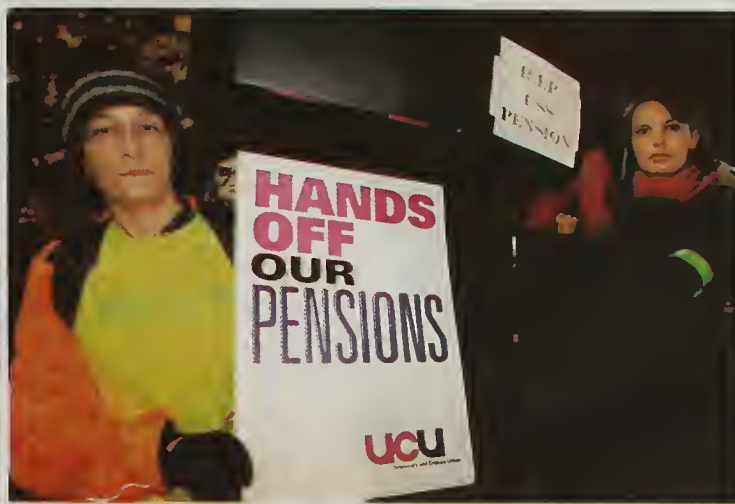
UCU general secretary Sally Hunt said changes will also see scheme members pay more to work longer, with less protection should they lose their job.

Employers' representatives broke off pension negotiations with the UCU in March 2011 and instead unilaterally imposed changes at the start of October.

Hunt said that, in two referendums, UCU members showed overwhelming opposition to the changes brought in to their retirement plan and support for sustained industrial action.

The action that saw thousands of UCU members "working to contract" has hit 67 universities across the UK, including Oxford, Cambridge and Imperial College London.

"Our members stopped going the extra mile," Hunt said. "The approach means not providing additional cover for colleagues who are off, not attending some meetings or working weekends if those actions are not stipulated in contracts."



Carrying a symbolic cardboard coffin, University & College Union members from the University of Southampton gathered Oct. 31 to march in mourning at the loss of their pension provisions.

The union says while it welcomes new talks, the industrial action will continue.

"We are keen to resolve this dispute as quickly as possible with minimal disruption, but no one should be under any illusions that achieving a fair settlement will be easy," Hunt said. "Achieving talks was our first aim; agreeing outcomes for the scheme which are fair and just is

our next. Members are being asked to continue to work to contract and to be prepared to escalate the action should that, unfortunately, still be necessary."

Joining the UCU in staging campaigns over pension reforms are all the UK's main teaching unions as well as 18 other unions representing upwards of two million public-sector workers affected by a government

plan for employee contribution increases and increases in the pension age.

A day of strike action is being planned for Nov. 30 when teachers will join with trades and civil service unions in mobilizing for what promises to be the biggest day of industrial unrest the UK has seen in decades. ■

Régime de retraite : poursuite de la grève du zèle en attendant la reprise des négociations

APRÈS une grève du zèle de plusieurs semaines du personnel académique britannique dans le cadre d'un conflit acrimonieux portant sur leur régime de retraite, les employeurs ont finalement accepté de reprendre les négociations avec les représentants syndicaux.

Le mois dernier, les membres du syndicat britannique University and College Union (UCU) ont adopté de nouveaux moyens de pression pour protester contre les changements au régime de retraite des universités (*Universities Superannuation Scheme*) proposés par l'employeur, qui pourraient se solder par des pertes d'en moyenne 100 000 £ (162 000 \$CA) par membre retraité.

Selon la secrétaire générale de l'UCU, Sally Hunt, si ces change-

ments sont acceptés, les syndiqués paieront davantage pour travailler plus longtemps et bénéficieront d'une protection réduite s'ils perdent leur emploi.

Les représentants des employeurs ont rompu les négociations sur le régime de retraite avec l'UCU en mars 2011 et imposé unilatéralement les changements, qui sont entrés en vigueur au début du mois d'octobre.

Une majorité écrasante de syndiqués a rejeté ces changements et appuyé une campagne soutenue de moyens de pression lors de deux référendums, a indiqué Mme Hunt.

Des milliers de membres de l'UCU dans 67 universités partout au Royaume-Uni, dont Oxford, Cambridge et l'Imperial College,

à Londres, se sont ainsi employés à respecter leur contrat de travail « à la lettre ».

« Les membres s'acquittent de leurs fonctions, sans plus », a précisé Mme Hunt. « Ils n'assurent plus le remplacement des collègues absents, n'assistent plus aux réunions et ne travaillent plus les fins de semaine si ce n'est pas prévu dans leur convention collective ».

Quoiqu'il se dise heureux de reprendre les négociations, le syndicat maintient l'ordre de grève du zèle.

« Nous sommes disposés à résoudre ce différend le plus rapidement possible et avec un minimum de dérangement, mais il ne faut pas se leurrer. Il ne sera pas facile de conclure une entente équitable », a déclaré Mme Hunt. « Notre pre-

mier objectif était de reprendre les discussions sur le régime de retraite. Nous souhaitons maintenant négocier une entente juste et équitable. Nous demandons à nos membres de poursuivre la grève du zèle et de se tenir prêts à accentuer la pression si cela devenait malheureusement nécessaire. »

Les principaux syndicats d'enseignants britanniques et dix-huit autres associations représentant plus de deux millions de fonctionnaires touchés par le projet du gouvernement d'augmenter les cotisations aux régimes de retraite et de repousser l'âge de la retraite appuient l'UCU et mènent des campagnes contre les réformes proposées. ■

Mandatory Retirement Ends at UPEI

A CONTENTIOUS six-year battle over mandatory retirement at the University of Prince Edward Island has drawn to a close.

In a joint statement released Oct. 12, the university and the UPEI Faculty Association announced an agreement to discontinue mandatory retirement, as well as to end all court proceedings related to the issue.

"We've fought against this discriminatory policy from the beginning and are pleased the employer has now decided to abandon this fight, and that the university's resources — financial and otherwise — will now be redeployed to make UPEI an even greater university," said faculty association president Betty Jeffery.

Six employees at UPEI, including five members of the faculty association and one university support staff person, had brought complaints to the PEI Human Rights Commission over their forced retirement when they turned 65.

The commission concluded in two separate rulings that the mandatory retirement provisions contained in the collective agreement were discriminatory, and that the complainants were owed hundreds of thousands of dollars for lost income, pension contributions, general damages and costs.

UPEI was at the doorstep of contesting the commission's settlement decisions to the province's court of appeal. That appeal will no longer proceed, and the faculty association has now received compensation for legal costs.

The six employees were rehired in 2010, but the question of their compensation remains.

According to the joint statement, the university "will make good faith efforts to resolve the issue of compensation for these employees, and is hopeful a resolution will be reached in the near future."

If the parties cannot arrive at agreement, PEI's Supreme Court will adjudicate the claims. ■

Version française à la page A7.

Windsor Ratifies New Contract

THE University of Windsor Faculty Association and the administration reached a last-minute deal Oct. 19, narrowly averting a strike.

"I'm happy to report the WUFA negotiating team has reached a tentative agreement with the university administration," union president Brian Brown informed members who were poised for strike action.

The new three-year contract that has now been ratified by all parties features a 1.5 per cent salary increase in each year for regular academic staff and a five per cent pay hike annually for contract academic staff.

The union had said pensions, job security and wage parity with other universities were among the issues during negotiations. ■

CAUT Launches National Campaign to Save Library & Archives Canada

► FROM PAGE A1

be difficult to backfill.

While Library and Archives Canada has historically focused on maintaining a comprehensive collection, under the modernization program it is adopting a "representative acquisitions model" where only Canada's "essential documentary heritage" will be maintained.

In May 2009, Library and Archives announced a 10-month moratorium

on all purchased acquisitions. While the moratorium was officially lifted last year, Turk said it's not clear purchases have resumed.

"Important historical material is being lost," he added.

CAUT's "Save Library and Archives Canada" campaign is calling on the government and officials at Library and Archives to take action to protect the quality and integrity of Canada's only national public library and archives.

"We're asking our members and all Canadians to get involved because our nation's artistic, historical and cultural heritage is at stake," Turk said.

The campaign is also calling on Ottawa to amend the Library and Archives Canada Act to clearly define the institution's obligation to maintain a comprehensive collection of Canada's documentary heritage, along with providing sufficient funding to fulfill this mandate.

In addition, Turk said, Library and Archives must restore services to the public, including "access to archivists and librarians, access to the general reference collection, and reestablishment of specialist archivist positions." ■

ON THE NET

For more information about the campaign and how to get involved, visit www.savelibraryarchives.ca.

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure approved by AAUP, the Association of American Colleges and Universities, and more than 200 other professional and educational organizations which have endorsed the 1940 Statement of Principles on Academic Freedom and Tenure (available at www.aaup.org).

This list is published for the purpose of informing AAUP members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this list by vote of AAUP's annual meeting.

AAUP

Placing the name of an institution on this list does not mean that the institution is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This list does not affect the eligibility of nonmembers for membership in AAUP, nor does it affect the individual rights of members at the institution in question.

Members of AAUP have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an

institution so long as it remains on the list. Since circumstances differ widely from case to case, AAUP does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, DC 20005-3465) and prospective departmental colleagues. AAUP leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The list contains only administrations which are still under censure (many others have been removed from the list after improving their practices and procedures). "Report published" refers to AAUP's *Academe* volume in which a report about the institution appears. Starting in 2010 reports can be found online and in the *AAUP Bulletin*. ■

American Association of University Professors: Censure List

INSTITUTION NAME	REPORT PUBLISHED	YEAR
Grove City College PENNSYLVANIA	March 1963 (15-24)	1963
Frank Phillips College TEXAS	December 1968 (433-38)	1969
Concordia Seminary MISSOURI	April 1975 (49-59)	1975
Murray State University KENTUCKY	December 1975 (322-28)	1976
State University of New York	August 1977 (237-60)	1978
Phillips Community College of the University of Arkansas	May 1978 (93-98)	1978
Nichols College MASSACHUSETTS	May 1980 (207-12)	1980
Yeshiva University NEW YORK	August 1981 (186-95)	1982
American International College MASSACHUSETTS	May-June 1983 (42-46)	1983
Metropolitan Community Colleges MISSOURI	March-April 1984 (23a-32a)	1984
Talladega College ALABAMA	May-June 1986 (6a-14a)	1986
Pontifical Catholic University of Puerto Rico	May-June 1987 (33-38)	1987
Husson College MAINE	May-June 1987 (45-50)	1987
Hillsdale College MICHIGAN	May-June 1988 (29-33)	1988
Southeastern Baptist Theological Seminary NORTH CAROLINA	May-June 1989 (35-45)	1989
The Catholic University of America DISTRICT OF COLUMBIA	September-October 1989 (27-40)	1990
Dean College MASSACHUSETTS	May-June 1991 (27-32)	1992
Baltimore City Community College MARYLAND	May-June 1992 (37-41)	1992
Loma Linda University CALIFORNIA	May-June 1992 (42-49)	1992
Clarkson College NEBRASKA	May-June 1993 (46-53)	1993
North Greenville College SOUTH CAROLINA	May-June 1993 (54-64)	1993
Savannah College of Art and Design GEORGIA	May-June 1993 (65-70)	1993
University of Bridgeport CONNECTICUT	November-December 1993 (37-45)	1994
Benedict College SOUTH CAROLINA	May-June 1994 (37-46)	1994
Bennington College VERMONT	January-February 2005 (51-54)	2005
Alaska Pacific University	March-April 1995 (91-103)	1995
St. Bonaventure University NEW YORK	January-February 1998 (70-75)	1998
National Park Community College ARKANSAS	May-June 1995 (32-39)	1995
	July-August 1995 (65-73)	1996
	May-June 1996 (41-46)	1996
Saint Meinrad School of Theology INDIANA	July-August 1996 (51-60)	1997
Minneapolis College of Art and Design MINNESOTA	May-June 1997 (53-58)	1997
Brigham Young University UTAH	September-October 1997 (52-71)	1998
University of the District of Columbia	May-June 1998 (46-55)	1998
Lawrence Technological University MICHIGAN	May-June 1998 (56-62)	1998
Johnson and Wales RHODE ISLAND	May-June 1999 (46-50)	1999
Albertus Magnus College CONNECTICUT	January-February 2000 (54-63)	2000
Charleston Southern University SOUTH CAROLINA	January-February 2001 (63-77)	2001
University of Dubuque IOWA	September-October 2001 (62-73)	2002
Meharry Medical College TENNESSEE	November-December 2004 (56-78)	2005
University of the Cumberlands KENTUCKY	March-April 2005 (99-113)	2005
Virginia State University	May-June 2005 (47-62)	2005
Our Lady of Holy Cross College LOUISIANA	January-February 2007 (60-68)	2007
Bastyr University WASHINGTON	March-April 2007 (106-120)	2007
Cedarville University OHIO	May-June 2009 (58-84)	2009
Nicholls State University LOUISIANA	November-December 2008 (60-69)	2009
North Idaho College	May-June 2009 (85-92)	2009
Stillman College ALABAMA	March-April 2009 (94-101)	2009
Clark Atlanta University GEORGIA	February 2010	2010
University of Texas Medical Branch at Galveston	April 2010	2010
Bethune Cookman University FLORIDA	October 2010	2011

S'engager à l'international pour édifier une base plus solide

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supérieur en leur garantissant les mêmes droits qui sont dévolus à tous les autres membres du personnel dans le pays hôte.

Ces actions et d'autres initiatives menées sur la scène internationale continuent de représenter d'importants engagements pour l'ACPPU et ses associations membres. Le Comité de direction de l'ACPPU a entamé une réflexion sur la manière dont il serait possible d'intensifier son travail sur ce plan. Lors de l'assemblée du Conseil en novembre 2010, l'ACPPU a adopté des lignes directrices régissant la coopération internationale. Selon le principe directeur qui les sous-tend, le travail de coopération internationale sous toutes ses formes devrait renforcer la capacité des syndicats du secteur de l'éducation postsecondaire à promouvoir les intérêts économiques, sociaux et politiques de leurs membres. Suivant une consigne donnée par le Conseil, le Comité de direction examine actuellement deux démarches possibles pour élargir ses efforts de coopération internationale.

D'une part, dans la foulée de l'entente de réciprocité conclue récemment avec l'Association nationale des enseignants diplômés du Ghana, l'ACPPU étudie la possibilité de travailler avec cette association au renforcement de sa mission et de sa position. Pour ce faire, l'ACPPU pourrait notamment l'aider dans la conception d'un programme de formation en leadership et l'élaboration d'une stratégie de syndicalisation pour recruter davantage de membres.

D'autre part, la Fédération des syndicats des professeurs et employés des universités palestiniennes a demandé à l'ACPPU de lui fournir

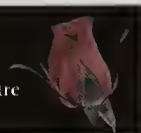
aide et conseils sur la création d'un secrétariat chargé de la gestion des affaires courantes du syndicat, sur la mise en œuvre d'une stratégie de formation et de sensibilisation de ses membres à leurs droits, ainsi que sur l'établissement d'un plan de communication pour améliorer ses relations avec ses membres. Cette initiative fait suite au rapport de 2010 publié conjointement par l'Internationale de l'Éducation et l'ACPPU au sujet de la condition du personnel enseignant de l'éducation supérieure en Israël, en Cisjordanie et dans la bande de Gaza.

Nous pouvons être fiers de la renommée et de la crédibilité dont l'ACPPU jouit à l'échelle internationale. Les associations de personnel académique partout dans le monde reconnaissent l'ACPPU comme un grand défenseur de l'avancement de l'enseignement supérieur et des droits de ses employés. Sans compter qu'en travaillant au renforcement des capacités des syndicats du secteur de l'éducation postsecondaire dans d'autres pays, nous offrons à nos associations locales des occasions de susciter la participation de membres qui ne se sont jamais auparavant engagés dans les activités de leurs associations.

Des occasions comme celles-là se présentent dans tous les points du globe et offrent la possibilité de mettre à contribution les intérêts et les compétences de nos membres sur les plans économique, social et politique. Ce faisant, nous augmentons les capacités des syndicats de l'enseignement postsecondaire dans le monde entier tout en élargissant la base de soutien sur laquelle nos associations locales peuvent compter au pays. ■

6 DÉCEMBRE

journée nationale de commémoration et d'action contre la violence faite aux femmes



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ANATOMIE — Université d'Ottawa. Le Département de médecine cellulaire et moléculaire de l'Université d'Ottawa est à la recherche d'un candidat ou d'une candidate pour combler, dès le 1er juillet, 2012, un poste de professeur menant à la permanence à la Division d'anatomie clinique et fonctionnelle. Le rang du poste sera établi selon l'expérience du titulaire. La personne choisie donnera surtout des cours en sciences anatomiques (anatomie, embryologie, neuroanatomie et histologie). Il est essentiel qu'elle puisse présenter un dossier d'expérience et d'excellence en enseignement de l'anatomie humaine. Les tâches de ce poste comprendront de l'enseignement et de la coordination des composants des sciences anatomiques au niveau des premières et deuxième années de médecine. La personne choisie devra participer au développement du curriculum de médecine. Il lui sera aussi requis de participer au développement de nouvelles stratégies d'apprentissage assisté de technologies et d'assumer des tâches administratives au sein de la Division d'anatomie clinique et fonctionnelle au Département de médecine cellulaire et moléculaire. Il est aussi requis que le candidat/la candidate développera un programme de recherche en matière d'éducation médicale et établisse des relations avec les professeurs avec l'Académie pour l'innovation en enseignement médical (APIEM). Les candidats doivent posséder un doctorat (Ph.D.) avec spécialisation en sciences biomédicales et/ou M.D., avec d'expérience pertinente. La préférence sera donnée aux personnes qui démontreront une compétence en enseignement ainsi que dans les technologies d'apprentissage au niveau du programme de médecine du 1er cycle. Les candidats doivent aussi posséder une bonne formation scolaire et faire preuve d'engagement envers l'excellence en enseignement. L'Université d'Ottawa est un établissement bilingue (français et anglais); les candidats doivent démontrer une connaissance passive de leur langue seconde pour l'obtention de la permanence. Les personnes intéressées sont invitées à envoyer une lettre d'intention et leur c.v., accompagnée d'un bref énoncé indiquant les intérêts de recherche, à l'adresse suivante: Dr. Max Hinke, Chef de la Division d'anatomie clinique et fonctionnelle, Département de médecine cellulaire et moléculaire, Faculté de Médecine, Université d'Ottawa, 451 chemin Smyth (boîte 2235A), Ottawa (Ontario) K1H 8M5; Courriel: mhinke@uottawa.ca. À noter: la compétition restera ouverte jusqu'à ce que le poste soit comblé. Nous encourageons toutes les personnes admissibles à poser leur candidature; toutefois, la priorité sera donnée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa soutient à l'équité d'emploi; nous encourageons les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées.

capées à postuler. Les conditions d'emploi suivent les dispositions d'une convention collective.

ANATOMY — University of Ottawa. The Department of Cellular and Molecular Medicine, University of Ottawa, invites applications for a tenure-track position in the Division of Clinical and Functional Anatomy commencing July 01, 2012. The appointment will be at a rank commensurate with experience. The successful candidate will be required to undertake teaching responsibilities primarily in the Anatomical Sciences (Gross Anatomy, Neuroanatomy, Histology and Embryology). Experience and demonstrated excellence in teaching of human anatomy is essential. Duties will include the teaching and coordination of specific components of the Anatomical Sciences in the first and second year medical curriculum. In addition, he/she will be required to participate in curriculum development for an innovative medical program, develop strategies for technology-assisted learning and undertake administrative functions within the Division of Clinical and Functional Anatomy. Moreover, the successful candidate will be expected to develop a research program in the field of medical education, and establish effective working relationships with the Academy for Innovation in Medical Education (AIMED). Applicants must have a PhD with a specialization in the biomedical sciences and/or MD, with relevant experience. The position will be given to candidates with a proven competency and track record in teaching and technology-assisted learning in an undergraduate medical program. Candidates should have a strong academic background and a commitment to excellence in teaching. The University of Ottawa is a bilingual institution (French and English); candidates will be required to demonstrate a passive knowledge of their second official language to achieve tenure. Interested candidates are invited to forward a letter of interest and C.V. combined with a brief statement indicating research interests, to: Dr. Max Hinke, Head of Division of Clinical and Functional Anatomy, Department of Cellular and Molecular Medicine, Faculty of Medicine, University of Ottawa, 451 Smyth Road (room 2235A), Ottawa, Ontario, K1H 8M5; Email: mhinke@uottawa.ca. Please note: the competition will remain open until the position has been filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Conditions of employment are set by a collective agreement.

APPLIED MATHEMATICS — University of Toronto. The Department of Mathematics, University of Toronto invites applications for a tenure-track appointment at the rank of Assistant Professor, with an expected start date of July 1, 2012. Candidates with research expertise in any area of Mathematics (with a preference for applied mathematics) may apply. The successful candidate will be

expected to participate actively in the teaching and research activities of the Department of Mathematics. Candidates should have a PhD in mathematics or a related field and demonstrate excellence in innovative research at the highest level, and a commitment to undergraduate and graduate teaching. The University of Toronto is an international leader in mathematics research and education and enjoys strong ties to other units within the University. Salary will be commensurate with qualifications and experience. Online applications should be submitted through MathJobs (<http://www.mathjobs.org/jobs>). You may also submit your application directly to: Search Committee, Department of Mathematics, University of Toronto, 40 St George Street, Room 6290, Toronto, Ontario, M5S 2E4, Canada. Application materials should include the candidate's complete C.V. including a list of publications, a research statement, a teaching statement and the AMS Standard Cover Sheet. Candidates should arrange to have at least four letters of reference, including at least one primarily addressing the candidate's teaching, sent directly by the writers using the MathJobs website or by mail to the above address. Applications should be received by November 16, 2011 to receive full consideration. (Code APG). The University of Toronto offers the opportunity to conduct research, and to live in one of the most diverse cities in the world. The University of Toronto is strongly committed to diversity within the community and especially welcomes applicants from visible minority group members, women, Aboriginal persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. For more information, please contact: mathjobs@math.toronto.ca.

APPLIED MATHEMATICS — McGill University. The Department of Mathematics and Statistics at McGill University invites applications for a tenure-track position in applied mathematics. While appointments are expected to be made at the Assistant Professor level, more senior applicants would be considered. The appointment is expected to be in the broad area of differential equations and/or solid-state physics. Applicants should have expertise in both analytical and computational aspects, and an active interest in problems driven by applications. Candidates must have a doctoral degree at the date of appointment and a strong background in mathematics. They are expected to have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the Department's educational programs at the graduate and undergraduate levels. Applications should be made through MathJobs (<http://www.mathjobs.org/jobs>) (Position ID: McGill-APNM) and must include a curriculum vitae, a list of publications, a research outline, a teaching statement which includes an account of teaching

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ISSUE NUMÉRO	CLOSING DATE DATE DE TOMBÉE
ISSUE 2011-2012	2011-2012
ISSUE 2012-2013	2012-2013
ISSUE 2013-2014	2013-2014
ISSUE 2014-2015	2014-2015
January 2012 janvier	December 07 décembre 2011
February 2012 février	January 11 janvier 2012
March 2012 mars	February 08 février 2012
April 2012 avril	March 14 mars 2012
May 2012 mai	April 11 avril 2012
June 2012 juin	May 09 mai 2012

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-dessus. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date de tombée des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. *CAUT* expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The *CAUT* Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to *CAUT* members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) may vary. Except in the case of the United States, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. *CAUT* publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036; tel: (202) 737-5900 or visit www.aau.org.

Déclaration de l'éditeur

Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attitudes politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient ouverts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du *Bulletin* une déclaration expliquant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acpu.ca/pages.asp?page=247&lang=1) reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où le teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors (AAUP) peut varier. À l'exception des États-Unis, il n'existe aucune méthode nous permettant de vérifier la situation prévalant quant à la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036; tél.: (202) 737-5900, ou de visiter www.aau.org.

CAREERS CORNER

experience, and at least four references (with one addressing the teaching record). Candidates are also encouraged to provide web links for up to three selected printouts or eprints, or to upload them to MathJobs. Org. Candidates must ensure that letters of reference are submitted preferably through mathjobs.org, though in exceptional circumstances they may be mailed to: Professor R. Choksi, Applied Mathematics Search Committee, Dept. of Mathematics and Statistics, McGill University, 805 Sherbrooke St. W., Montreal, QC H3A 2K6, Canada. To ensure full consideration, complete applications including letters of reference should be received by January 6th 2012, but later applications may be considered. McGill University is committed to equity in employment and diversity. It welcomes applications from Indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply, however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ **ARABIC/CLASSICAL ARABIC** – University of Toronto. The Department of Near & Middle Eastern Civilizations invites applications for a tenure-track appointment in the area of Classical Arabic in any aspect of the Arabic Intellectual and Literary Tradition. The appointment will be at the rank of Assistant Professor and will begin July 1, 2012. The successful candidate must hold a PhD at the time of appointment, be able to teach courses at both the undergraduate and graduate levels, and demonstrate excellence in teaching and research. The Department is seeking a scholar who will contribute to its offerings in Middle Eastern and Islamic studies (Persian and Turkish languages and literatures, medieval Islamic history, history of the modern Middle East, Islamic religion, art and material culture). Salary to be commensurate with qualifications and experience. The University of Toronto actively encourages innovative scholarship and offers opportunities for collaborative and interdisciplinary re-

search and teaching, the excitement of working with a diverse student population in one of the most multicultural cities of North America that is also the intellectual and economic hub of Canada. We strongly encourage all applicants to apply online: <http://www.jobs.stonrock.ca/faculty.htm>. If you are unable to apply online, please submit your application and other materials directly to Professor Tim Harrison, Chair, Department of Near & Middle Eastern Civilizations, University of Toronto, 4 Bancroft Ave., 2nd floor, Toronto, ON, M5S 1C1. Fax: 416-978-3305; Email: t.harrison@utoronto.ca. All applicants should submit a complete and current CV, a statement of research and teaching interests and experience, and a teaching portfolio. We encourage applicants to combine PDF or MS Word documents in one or two files. Applicants should also arrange for three confidential letters of reference to be sent directly to the above address. All materials must be received by November 30, 2011 for full consideration. For more information about the Department of Near & Middle Eastern Civilizations, please visit www.utoronto.ca/nmc. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

■ **ART HISTORY, EAST ASIAN STUDIES & COMMUNICATIONS STUDIES** – McGill University. McGill University invites applications for the Greta Chambers Chair in East Asian Art History, a joint appointment in the Departments of East Asian Studies and Art History and Communications Studies, a tenure-track open rank position, commencing August 1, 2012. Candidates must have a research specialization in Chinese art history, a familiarity with methodology and critical analysis, and a demonstrated commitment to research in East Asian Art and courses from Early to Late Imperial and/or Modern/Contemporary Chinese Art and Visual Cul-

ture, as well as graduate seminars in the candidate's area of specialization. PhD expected at time of appointment; teaching experience preferred; knowledge of French an asset. Candidates should apply online and upload all information at the following link: www.mcgill.ca/eas/employment/apply. A PhD degree; 2. an active research program in Early 20th Century art, 1880-1950, Art History/Visual and Cultural Studies; 3. a serious and demonstrated engagement with contemporary methods and theoretical debates; 4. demonstrated political commitment to high quality research and teaching at all levels in the undergraduate and graduate curriculum. Applicants must submit in hard copy the following: A letter of application including a detailed CV, statement of research and teaching philosophies, relevant publications, including authored works and reviews or dissertation chapters; evidence of teaching potential and effectiveness; and three confidential letters of reference sent under separate cover. The applications and inquiries should be addressed to: Professor Catherine M. Soussloff, Chair, Art History Search Committee, Department of Art History, Visual Art and Theory, University of British Columbia, 403-3633 Memorial St., Vancouver, BC V6T 1Z2. Canada. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. We especially welcome applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, and others who may contribute to the further diversification of ideas. The successful candidate will be expected to maintain an active program of research, teaching at the undergraduate and graduate levels, graduate supervision, and service. UBC, one of the largest and most distinguished universities in Canada, has excellent resources for scholarly research and artistic practice. The Art History program partners with the strong study of the East and the Critical and Cultural Studies program. The Faculty of Fine Arts, MFA and PhD degrees. The Department is closely associated with two international research centres: the Centre for the Study of Mums and Helen Beklin Art History (<http://www.beklin.ubc.ca/>) and the Museum of Anthropology (<http://www.moa.ubc.ca/>).

The Department seeks an individual who pursues a strong research and publication activity in Early 20th Century Art, together with a strong commitment to teaching in European and non-European fields. The candidate must possess the following minimum qualifications: 1. A PhD degree; 2. an active research program in Early 20th Century art, 1880-1950, Art History/Visual and Cultural Studies; 3. a serious and demonstrated engagement with contemporary methods and theoretical debates; 4. demonstrated political commitment to high quality research and teaching at all levels in the undergraduate and graduate curriculum. Applicants must submit in hard copy the following: A letter of application including a detailed CV, statement of research and teaching philosophies, relevant publications, including authored works and reviews or dissertation chapters; evidence of teaching potential and effectiveness; and three confidential letters of reference sent under separate cover. The applications and inquiries should be addressed to: Professor Catherine M. Soussloff, Chair, Art History Search Committee, Department of Art History, Visual Art and Theory, University of British Columbia, 403-3633 Memorial St., Vancouver, BC V6T 1Z2. Canada. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. We especially welcome applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, and others who may contribute to the further diversification of ideas. The successful candidate will be expected to maintain an active program of research, teaching at the undergraduate and graduate levels, graduate supervision, and service. UBC, one of the largest and most distinguished universities in Canada, has excellent resources for scholarly research and artistic practice. The Art History program partners with the strong study of the East and the Critical and Cultural Studies program. The Faculty of Fine Arts, MFA and PhD degrees. The Department is closely associated with two international research centres: the Centre for the Study of Mums and Helen Beklin Art History (<http://www.beklin.ubc.ca/>) and the Museum of Anthropology (<http://www.moa.ubc.ca/>).

■ **BIOPHYSICS** – York University. The Department of Physics and Astronomy at York University in Toronto invites applications for a tenure-track position in the field of Biophysics, effective July 1, 2012. The appointment will be at the level of Assistant or Associate Professor. The Department is searching for a highly qualified candidate with an outstanding record in research. For further information about the Department and the University can be found at our website: www.physics.yorku.ca. Information about the Biophysics Program can be found at: www.biophysics.yorku.ca. The thrust of the Biophysics program at York University is the application of physics to biological systems. The successful candidate will be expected to develop a strong, externally funded research program, secure and maintain external peer-reviewed research funding, contribute to teaching biophysics courses at the undergraduate and graduate levels, and take a leadership role in promoting the established biophysics education and research program at York University. The successful candidate must have a Ph.D. in Biophysics, Physics, or the equivalent along with suitable postdoctoral or academic experience. The candidate must be eligible for prompt appointment to the Faculty of Graduate Studies. All York University positions are subject to budgetary approval. Applications must be received by December 15, 2011. Applicants should forward a curriculum vitae, a summary of research interests, a list of references, and their research plans, and arrange for three reference letters to be sent to: Chair, Search Committee, Department of Physics and Astronomy, 128 Petrie Science and Engineering Bldg., York University, 4700 Keele St., Toronto, ON, M3J 1P3, Canada. Fax: (416) 736-5249; Fax: (416) 736-5515; Email: phys@yorku.ca. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website: www.yorku.ca/aa. A copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

■ **BUSINESS** – University of the Fraser Valley. Located in the heart of the Fraser Valley, the University of the Fraser Valley, with over 16,000 students pursuing more than 100 programs, including two master's degrees, 15 bachelor's degrees, majors, minors and extended minors in business-related fields, and more than 30 trade and technology programs, is committed to teaching excellence. UVF is a multi-campus institution and according to the Globe and Mail's annual Canadian University Report was at the top of the list in the small universities category, earning an A grade in most satisfied students, quality of education, and teaching, and an A+ student-faculty interaction and class size. UVF is also committed to indigenization of the institution. The University of the Fraser Valley invites applications for a full-time faculty position in Human Resource Management and Organizational Studies. Located within the Faculty of Professional Studies, the School of Business has over 800 students enrolled in certificate, diploma and degree programs. The Human Resource Management (HRM) option and the Organizational Studies (OS) concentration are two of several program options within the Bachelor of Business Administration degree. The HRM option is designed to equip students with the skills and abilities necessary for a successful career in Human Resource Management, and to prepare them to acquire the Certified Human Resource Professional (CHRP) designation. The OS concentration is designed to develop students' understanding of the organizational concepts that are central to all areas of business. The successful candidate will be expected to teach specialized upper- and lower-level courses in Human Resource Management and Organizational Studies. In addition, there is an expectation that faculty will actively participate in the development and promotion of the School of Professional Studies within UVF and the broader community. Engagement of faculty in university and community service is one of the Institution's three-fold goals of teaching, scholarship and service. The successful candidate will have a PhD (completed or near completion) in a business-related discipline, ideally with a specialization related to Human Resource Management and/or Organizational Studies. Candidates with a Master's degree and considerable industry and teaching experience will also be considered; a CHRP designation will be considered an asset. Applicants must have recent teaching expe-

rience in a relevant subject area at the undergraduate level of an accredited university, a priority approval letter from the Human Resource Management and/or Organizational Studies. Direct curriculum vitae or resumes including evidence of appropriate qualifications, and three letters of reference, referring to Posting 2011-1515, Employees, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M6. Tel: (604) 854-4554; Fax: (604) 854-4558; Website: www.uvfu.ca. Email resumes to hrm@uvfu.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UVF will contact only candidates receiving an interview. We thank all applicants for considering UVF for employment. UVF is committed to the principle of equity in employment.

■ **BUSINESS** – Wilfrid Laurier University. The School of Business and Economics at Wilfrid Laurier University invites applications for a tenure-track/tenured faculty position at the Assistant/Associate Professor level in the Operations & Decision Sciences Area within the Department of Business. The position includes a PhD or completion of a PhD within one year and strong records of research and teaching. Preference may be given to candidates with research and teaching interests in operations and supply chain management, analytics, and/or information technology. Successful candidates for the position must have a strong research portfolio including the ability to publish in top-tier journals and to maintain a highly productive research agenda; 2. the ability to effectively teach graduate students with business analytics, supply chain management, and operations management courses at the undergraduate and graduate (MBA, MSc, and PhD) levels. This position is subject to budgetary approval. For a detailed position description, visit our website at <http://www.wlu.ca/academic/postings/bus.shtml>.

■ **CHEMICAL & BIOLOGICAL ENGINEERING** – University of British Columbia. The Department of Chemical and Biological Engineering at the University of British Columbia is seeking applications for two tenure-track Assistant Professor appointments. These positions will expand upon current UBC expertise in process-based engineering related to the forest industry and green engineering of processes and products. Applicants must have a PhD in Chemical Engineering or closely related fields, and have a strong commitment to high-quality undergraduate and graduate teaching. Relevant industry and research experience are assets. Applicants must either be registered, or be eligible to register, with the Association of Professional Engineers and Geoscientists of British Columbia. Registration is required within five years of appointment. The successful candidate must possess the following background and motivation needed to build an independent research program of international stature that will complement current activities in the Department and complement interdisciplinary centres such as the Pulp and Paper Centre, the Clean Energy Centre, and the Michael Smith Laboratories. These positions are available as of July 1, 2012. Review of applications will commence on December 1, 2011 and continue until the positions are filled. Applications, including curriculum vitae, a short statement of research interests, and contact information of three references, must be submitted online at <http://www.hr.ubc.ca/careers-postings/faculty.php>. To complete the application, the candidate should ensure that reports from the three references are forwarded directly to: 2012013@chem.ubc.ca. The Department of Chemical and Biological Engineering offers programs leading to the Bachelor of Science (BSc) degree in Chemical Engineering and to the Bachelor of Applied Science (BASc) degree in Chemical Engineering. Graduate programs include programs leading to the degrees of MEng, MSc, and PhD. We are offered in important areas of chemical engineering, including fluidization, scale and competitive, and environmental engineering, thermodynamics, transport phenomena, and chemical engineering process, details about the Department and its programs are available at <http://www.chem.ubc.ca>. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however, Canadians and permanent residents of Canada will be given priority. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of the departmental community.

■ **CHEMISTRY** – York University. The Department of Chemistry, Faculty of Science and Engineering, invites applications for a tenure-track appointment at the Assistant or Associate Professor level to commence July 1, 2012. In the field of Materials Chemistry, including but not limited to biomaterials, synthesis and property characterization of materials. Of particular interest would be an individual whose research complements York's existing strengths and interests with strategic understanding of materials, in particular environmental science, health sciences, engineering, and energy. Information about the Department and its programs is available on our website: chem.yorku.ca. The successful candidate will have a PhD in Chemistry, post-doctoral experience in a relevant field, an outstanding research record and must be eligible for prompt appointment to the Faculty of Graduate Studies. The successful candidate will be expected to develop an excellent and innovative research program, secure and maintain external peer-reviewed research funding, and to contribute to teaching at the undergraduate and graduate levels. All York University positions are subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/aa. A copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are

encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority. Applications should be received by December 15, 2011. Please mail your curriculum vitae, a detailed research plan, a description of your research vision or resume, and three letters of reference, sent directly to: Chair, Search Committee, Department of Chemistry, 4700 Keele St., 124 Bldg., Toronto, Ontario M3J 1P3; Fax: 416-736-5515; Website: www.yorku.ca.

■ **COMPUTER SCIENCE** – University of Calgary. The Department of Computer Science at the University of Calgary seeks outstanding candidates for two tenure-track positions at the Assistant Professor level. Applicants for professional student appointments are expected to establish an extensive research agenda and to teach at the graduate and undergraduate levels. Successful candidates will be expected to actively recruit and supervise graduate students. Peer-reviewed external funding is normally expected to be sustained through the appointment and internal partnerships are strongly encouraged if appropriate. Applicants must possess a doctorate in Computer Science at the time of appointment and have a strong research record. Successful applicants will be enthusiastic about contributing to both teaching and research. Applicants are sought in the following two areas: 1. Database Management: This Department has a strong interest in database-related research and is interested in identifying an individual having complementary interests. The successful candidate should have a strong database-related research agenda, including, but not limited to, OR systems, OB applications, OR security, DB theory, bioinformatics, IR and data mining, and data visualization. The Department seeks a candidate in the emerging research domain of Interdisciplinary research in the areas of geoscience and engineering. The successful applicant should have expertise in computer science and geoscience, and have a strong record for scientific and engineering applications, and the ability to work in close collaboration with geoscientists and other researchers in computer graphics, human-computer interaction, and software engineering. The Department is one of Canada's leaders as evidenced by its research excellence in research and teaching. It has large undergraduate and graduate programs, and extensive research in two tenured-track positions. Calgary is a multicultural city that is the fastest growing city in Canada. Calgary enjoys a moderate climate, is situated in the natural beauty of the Rocky Mountains. Further information about the Department is available at <http://www.cpsc.ucalgary.ca>. The University of Calgary 2500 University Drive NW, Calgary, Alberta, Canada, T2N 1N4. Or email to search@cpsc.ucalgary.ca. Complete applications should be received by December 1, 2011 will receive full consideration, though the review process will continue until the positions are filled. Please send your curriculum vitae, a detailed research plan, a description of your research agenda, and a statement of teaching philosophy, and arrange to have at least three reference letters sent to: Dr. Casey Williamson, Head, Department of Computer Science, University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada, T2N 1N4. Or email to search@cpsc.ucalgary.ca. Complete applications should be received by December 1, 2011 will receive full consideration, though the review process will continue until the positions are filled. Please send your curriculum vitae, a detailed research plan, a description of your research agenda, and a statement of teaching philosophy, and arrange to have at least three reference letters sent to: Dr. Casey Williamson, Head, Department of Computer Science, University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada, T2N 1N4. Or email to search@cpsc.ucalgary.ca.

■ **COMPUTING SCIENCE** – Saint Mary's University. The Department of Mathematics and Computing Science at Saint Mary's University invites applications for a full-time four-month limited-term teaching position in Computing Science at the rank of Assistant Professor, to begin Jan. 1, 2012. Candidates should have a PhD in Computer Science, and must both demonstrate an ability to pursue innovative research and have a strong commitment to teaching. The successful candidate will be expected to teach a variety of courses at the undergraduate level. It is expected that one of these will be a 4000-level course in Computer Game Programming, and one will be a 2000-level course in Assembly Programming. Saint Mary's offers an excellent environment for teaching and research, as outlined in the Saint Mary's University Collective Agreement. The successful candidate will have a strong research record, a detailed research plan, a description of a proposed research program, and other relevant documentation, including the names and addresses of at least three references to be sent to: Search Committee for Computer Science Positions, Department of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; Fax: (902) 420-5035; Email: search@cs.smu.ca. The processing of applications will begin immediately, and continue until the position is filled. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

■ **CRIMINOLOGY** – University of the Fraser Valley. Located in beautiful Abbotsford, British Columbia, Canada (just outside of Vancouver), the School of Criminology and Criminal Justice invites applications for three (3) full-time faculty positions to begin August 1, 2012 (subject to budgetary approval). The three positions are in Criminological Theory, a Student Success Specialist, and a Generalist. Located in the heart of the Fraser Valley, the University of the Fraser Valley, with over 16,000 students pursuing more than 100 programs, including two master's degrees, 15 bachelor's degrees, majors, minors and extended minors in more than 30 subject areas, and more than 30 trade and technology programs, is committed to teaching excellence. UVF is a multi-campus institution and according to the Globe and Mail's annual Canadian University Report was at the top of the list in the small universities category, earning an A grade in most satisfied students, quality of education, and teaching, and an A+ student-faculty interaction and class size. UVF is also committed to indigenization of the institution. The School of Criminology and Criminal Justice has approximately 400 program students and offers a BA degree in Criminal Justice and Canada's only Master's degree in Criminology. Criminal Justice, a Ph.D. in Criminology, Criminal Justice, or a related

SFU SIMON FRASER UNIVERSITY THINKING OF THE WORLD

TENURE TRACK POSITION IN FINANCE BEEDIE SCHOOL OF BUSINESS

The Beedie School of Business at Simon Fraser University in Metro Vancouver, British Columbia seeks outstanding candidates for a tenure track position in Finance. The person should have research and teaching strengths in the specified area.

The successful candidate must have strong research or potential and demonstrate teaching competency or potential at the undergraduate, Masters and executive levels. A Ph.D. in Finance is required although a Ph.D. in Economics that focuses on financial economics is acceptable. Rank: Assistant or Associate Professor

The Beedie School of Business is recognized as a top 100 ranked research school, is accredited by both AACSB and EQUIS, and is signatory to Principles for Responsible Management Education. We have programs at the Undergraduate, Masters, Ph.D. and Executive levels, including Canada's first Executive MBA program.

The school is the recent recipient of a record-setting \$22 million gift from alumnus Ryan Beedie and his father Keith. The donation will bolster the faculty's already strong position as a global leader in research.

With three award-winning British Columbia campuses located in Burnaby, Surrey and downtown Vancouver, Simon Fraser University offers a strong research environment in a dynamic Pacific Rim setting that is ranked by the Economist Intelligence Unit as the world's most liveable city. For further details about the Beedie School of Business, visit our website at <http://www.beedie.sfu.ca/>.

For further details regarding this tenure-track position see the following web site: http://www.sfu.ca/vpacademic/faculty_openings/Beedie_School_of_Business.html.

Send cover letter, curriculum vitae, recent teaching evaluations and job market paper (in separate electronic files, pdf preferred) to chair_busapps@sfu.ca (please use only this email address) and three signed letters of reference (printed, originals required) to:

Dr. Rick Iverson
Chair of the Appointments Committee
Beedie School of Business
Simon Fraser University
8888 University Drive
Burnaby, British Columbia Canada V5A 1S6

Application submission deadline is November 30, 2011.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. SFU is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Under the authority of the University Act, personal information required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/faculty_openings/collection_notices.html.



CAREERS CHANCES

Realize. It's also a great place to earn.

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

FACULTY OF ARTS Tenure-Track Positions:

In the Women's and Gender Studies Program, the Department of French, the Department of Geography and the Department of Sociology

FACULTY OF BUSINESS ADMINISTRATION Tenure-Track Positions:

In the areas of Accounting, Business Communications, Business Ethics, Human Resource Management/Organizational Behaviour and Marketing

FACULTY OF EDUCATION Two Tenure-Track Positions:

- 1) In the area of Educational Psychology and Core Studies, specifically, Inclusive and Special Education
- 2) In the area of Physical Education, Physical Literacy and Core Studies

FACULTY OF ENGINEERING AND APPLIED SCIENCE Tenure-Track Position:

In the area of Industrial Systems Engineering

JOHNSON-SHOYAMA GRADUATE SCHOOL OF PUBLIC POLICY Tenure-Track Position:

In the area of Applied Economics with an academic specialization in Public Finance and/or Health Economics, and with a solid understanding of Canadian policy making processes and institutions

FACULTY OF NURSING Tenure-Track Positions:

All areas will be considered, especially Indigenous Health, Psychiatric/Mental Health, Oncology/Palliative Care and Community Health

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diverse group members are encouraged to self-identify on their applications.

For detailed descriptions
on these positions, please visit:
www.uregina.ca/hr/careers

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mon nom à d'autres personnes

be directed to the Acting Chair at galewski@uregina.ca. Applicants must also arrange for three letters of reference to be sent to the Chair. The closing date for complete applications is December 1, 2011. Cezary Galewski, Acting Chair, Department of Art and Design, 3-98 Fine Arts Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2G9. Online: <http://www.careers.ualberta.ca/Competitions/110015424>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ FOREST RESOURCES MANAGEMENT – University of British Columbia. Applications and nominations are invited for the position of Head of the Forest Resources Management Department at the University of British Columbia. This renewable appointment is available for an initial term of five years, commencing 1 July 2012, or as soon thereafter as a suitable candidate is found. The Department of Forest Resources Management is one of three departments within the Faculty of Forestry, comprising 19 faculty members, including 2 joint appointments, 3 research chairs, 6 staff positions, and a current complement of 74 graduate students. Members of the Department teach primarily in the Bachelor of Science in Forestry (including the Forest Resources Management and Forest Science programs) and in the Bachelor of Science in Natural Resources Conservation programs. The Forest Resources Management Department receives financial support from an annual operating budget of about \$2.36 million and endowments totaling about \$5.9 million. New external funding for the past fiscal year exceeded \$2.8 million. Research and teaching of department members encompasses a diverse range of areas, including the natural, social and managerial sciences. More information can be found at www.forestresources.ubc.ca/dept/fm. Applications from individuals who can add diversity to the Department and who will add to our existing portfolio of research are particularly welcome. The Head is responsible for the overall administration of the department (including faculty leadership and development, strategic planning, staffing and budgeting) and also serves on the Faculty of Forestry's Senior Management Team. The Head is expected to ensure that department members are suitably staffed, (ii) take an active role in curriculum and program review, (iii) foster interaction among faculty members, (iv) conduct annual evaluations of each faculty member in the department and (v) review all grant applications from department members with the aim of both improving them and finding opportunities for collaboration, and (vi) serve as the advocate for department members within the Faculty and the University. The Head is also responsible for administering University policies with respect to sexual harassment, conflict of interest, and other matters. As a member of the Forest Resources Management Department, the Head will be expected to maintain an active research program in any field related to the management of forest resources, supervise graduate students, and contribute to the Department's teaching responsibilities. The successful candidate will have demonstrated excellence in research, teaching, leadership and management skills, and will be eligible to be appointed as a full tenure-track professor. The ability to lead and motivate an outstanding department is a key requisite for this position. Applicants should submit a letter stating their interests and qualifications, a curriculum vitae including identification of three or more key publications or reports, and the names and contact information for three or more referees. Applications must be received by 10 January 2012. Salary will be commensurate with qualifications and experience. Please direct inquiries, nominations and applications to: Dr. John L. Innes, Dean, Faculty of Forestry, The University of British Columbia, 2004-2424 Main Mall, Vancouver, BC V6T 1Z4 Canada. Tel: 604-822-6761. Fax: 604-822-8157. E-mail: john.innes@ubc.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ INDUSTRIAL ENGINEERING – Ryerson University. Tenure-Track Faculty Position in Industrial Engineering in the Department of Mechanical and Industrial Engineering. The Department of Mechanical and Industrial Engineering is currently seeking a full-time, tenure-track faculty member to join a team of 34 faculty members and offers four-year accredited programs leading to Bachelor of Engineering (BEng), Master of Mechanical Engineering (MEng) and Master of Science (MSc) degrees. The Department also offers graduate programs leading to a Doctor of Philosophy (PhD), Master of Applied Science (MASc) or Master of Engineering (MEng) degree. There are approximately 750 undergraduate and 200 graduate students in the Department. More information on the Department can be found at www.ryerson.ca/mie. The Department is seeking a full-time, tenure-track faculty member in the area of Industrial Engineering, at the Assistant Professor level, commencing August 1, 2012, subject to a probationary period. All applicants must be registered, or eligible for registration, as a Professional Engineer in Ontario. The successful candidate will have a strong commitment to teaching and research, with the ability to maintain a current externally funded research program in the field of expertise, and must hold a PhD in Industrial Engineering or a related discipline. Applicants should have a minimum of five years of research and teaching experience in industry in any of the following areas: facilities design, quality, and reliability. Experience in industry in any of these areas will be an asset. The successful candidate will be expected to teach and develop undergraduate and graduate courses in the field of expertise, and to supervise graduate students. The successful candidate should submit a letter of interest, a curriculum vitae, a statement of research and teaching interests, and the names of three references, no later than January 15, 2012, to: Dr. David F. Hogg, Professor and Chair, Department of Mechanical and Industrial Engineering, at mie@ryerson.ca. Applications received after this date will continue to be considered until a suitable candidate is found. Located in the heart of Toronto, the largest and most culturally diverse city in the country, Ryerson University is committed to diversity, equity and inclusion. The University is known for innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada. This position falls under the Ryerson Faculty Association (www.ryerson.ca/fac) jurisdiction. For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary please visit: www.ryerson.ca/hr/working/etole/benefits/rfa-benefits. Ryerson University is strongly committed to fostering diversity in our community. We welcome those who would contribute to the further diversification of our staff, our faculty and its scholarship, including, but not limited to, women, visible minorities, Aboriginal people, persons with disabilities and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority.

■ INTERNATIONAL DEVELOPMENT – Simon Fraser University. The School for International Studies invites applications from candidates in any social science discipline, for a two-year limited term position at the Assistant Professor level. In the field of International Development, starting in August 2012. The successful candidate will be expected to teach on economic development at both graduate and undergraduate levels, and must also be ready to teach foundation courses in International Studies. Applicants should have a doctoral degree (or expect to complete in 2012), promise of excellence in research, and a demonstrated research potential. Application requirements can be obtained from <http://www.sfu.ca/internationalstudies/> or by email to professor@sfu.ca. Applications will be reviewed by December 1, 2011, until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and

offers equal employment opportunities to qualified applicants. The position is subject to budget approval. Under the authority of the University Act, personal information that is required by the University for academic appointments will be collected. For further details see the collection notice at www.sfu.ca/academic/Faculty_Openings/Collection_Notice.html.

■ JAPANESE HISTORY – McGill University. McGill University invites applications for a tenure-track position at the rank of Assistant Professor in Japanese History, a joint appointment in the Department of History and Classical Studies and the Department of East Asian Studies, commencing August 1, 2012. The candidate will have an active and innovative research program, and will be expected to teach courses in both departments at the undergraduate, masters and doctoral levels. This includes introductory courses in East Asian history and in modern Japanese history, and courses within the candidate's area of specialization. PhD experience and a demonstrated teaching experience preferred. McGill University is an English language institution, but knowledge of French would be considered an asset. Please complete the online application form available at <http://www.mcgill.ca/history/academic/jobopenings>. The successful candidate will be expected to submit a curriculum vitae, one-page statement of teaching philosophy and three confidential letters of reference to be sent electronically to: joseph.history@mcgill.ca. Applicants are asked to include the words "Japanese History Reference" in the subject line. Hard copies of reference letters might be requested. Interviews of short-listed applicants will begin on November 15, 2011, and will continue until the position is filled. Although letters should be sent to the Chair of the Japanese History Search Committee, McGill University, Box 608, 855 Sherbrooke St. W., Montreal, Quebec, Canada, H3A 2T7, supporting documents as well as all enquiries concerning the search are to be sent to: joseph.history@mcgill.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. McGill University is committed to employment equity and diversity. It welcomes applications from Indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. We draw your attention to the self-identification equity form, available on our application website, which we invite you to complete and return with your supporting documents, if you so wish.

■ JAPANESE LANGUAGE – McGill University. The Department of Japanese Studies, McGill University, invites applications for a full-time position of Faculty Lecturer in Japanese Language, beginning September, 2012. Minimum qualifications are an MA in linguistics, applied linguistics, and/or foreign language education. Applicants should have experience teaching Japanese as an instructor at the college level as well as interest in up-to-date research in translation. Candidates should be able to teach Japanese language courses at all levels and should possess native or near-native fluency in Japanese with an excellent command of English. Knowledge of French is an asset. Candidates should apply online and upload their curriculum vitae at the following link: www.mcgill.ca/ess/employment/apply. A letter of introduction, curriculum vitae, one-page statement of teaching philosophy in both English and Japanese, and three confidential letters of reference are to be sent electronically to Job Search Committee at japanese-search@mcgill.ca. The letter for receipt of applications is November 15, 2011. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment and diversity. It welcomes applications from Indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

■ LAW – University of Western Ontario. The Faculty of Law at the University of Western Ontario is continuing its process of growth and rejuvenation. This has included the appointment of several new members of Faculty in recent years. The Faculty expects to continue to make additional appointments in the years to come. The goal of Western Law in its appointment process is to demonstrate its commitment to excellence in teaching and research, and to promote a law program that is both rigorous and challenging. The Faculty invites applications for appointments, tenure-track and limited term, to commence on July 1, 2012. The Faculty will consider applications from top-quality candidates with interests in all areas of the law. However, the Faculty is looking in particular to fill positions in the areas of Criminal Law, Family Law, and Professional Responsibility. Interviews and appointments will ordinarily be made at the level of Assistant Professor, although if qualifications warrant, appointments may be made at the levels of Associate or Full Professor. To be eligible for appointment, candidates must have a superior academic record, a strong potential for excellence in research and teaching. They should in addition have the ability and willingness to contribute to the intellectual and scholarly life of the Faculty community and to the University more generally. Applicants should send a letter of introduction, curriculum vitae, and three letters of academic reference, to: Dean W. Scott, Faculty of Law, University of Western Ontario, London, Ontario, N6A 3K7. The appointments Committee proposes to review applications upon receipt, and will continue to do so until the appointments are filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University

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ity of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

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■ MATHEMATICS & STATISTICS (ANALYSIS)

■ **YORK UNIVERSITY**—The Department of Mathematics and Statistics, Faculty of Science and Engineering, invites applications for a tenure-track appointment in Analysis at the Assistant Professor level in the Department of Mathematics and Statistics to begin July 1, 2012. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activities in pure mathematics. The successful candidate must have a PhD in Mathematics, a proven record of independent research experience, and evidence of potential for superior teaching, and must be eligible for prompt appointment to the Faculty of Graduate Studies. The successful candidate is expected to develop an excellent and innovative research program, secure and maintain external peer-reviewed research funding, and to contribute to teaching at the undergraduate and graduate levels. All positions at York are subject to budgetary approval. Applications must be received by December 11, 2011. Applicants should send resumes and arrange for three letters of recommendation (one of which should address teaching) to be sent directly to Analysis Search Committee, Department of Mathematics and Statistics, N20 Ross, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: recruitmentmath@yorku.ca. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acjop or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ MECHANICAL ENGINEERING

■ **RYERSON UNIVERSITY**—Tenure Track Faculty Position in Thermofluids in the Department of Mechanical and Industrial Engineering. The Department of Mechanical and Industrial Engineering has a complement of 34 faculty members and offers four-year undergraduate programs leading to Bachelor of Engineering (BEng) degrees in Mechanical Engineering and Industrial Engineering. The Department also offers graduate programs leading to a Doctor of Philosophy (PhD), Master of Applied Science (MSc) or Master of Engineering (MEng) degrees. There are approximately 750 undergraduate and 200 graduate students in the Department. More information on the Department can be found at www.ryerson.ca/mie. The Department invites applications for a tenure track faculty position in the area of thermofluids, at the Assistant Professor level, commencing August 1, 2012, subject to budgetary approval. All applicants must have a PhD in Mechanical Engineering or a related discipline, with the ability to maintain a vibrant externally funded research program in their field of expertise, and must hold a PhD in Mechanical Engineering or a related discipline. Applicants should have a research focus in an area of energy systems or thermofluids with biomedical applications. Experience in industry in any of these areas will be an asset. The successful candidate will be expected to teach and mentor undergraduate and graduate courses in thermofluids and related areas, and to supervise graduate and undergraduate students. Interested candidates should submit an electronic application consisting of a curriculum vitae, a statement of research and teaching interests, and the names of three references. All materials should be submitted by November 15, 2012, to: Dr. Ulfing Fang, Professor and Chair, Department of Mechanical and Industrial Engineering, 350 Victoria Park East, Toronto, Ontario M5S 1A5. E-mail: mie@ryerson.ca. Applications received after this date will continue to be considered until a suitable candidate is found. Located in the heart of Toronto, the largest and most culturally diverse city in the country, Ryerson University is committed to diversity, equity and inclusion. The University is known for its innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada. This position falls under the Ryerson Faculty Association (www.ryerson.ca/~rfa) jurisdiction. For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit: www.ryerson.ca/teaching/employment/resources/rfa.html and www.ryerson.ca/hr/working/eoook/benefits/rfa. Ryerson University is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our staff, our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal people, persons with disabilities and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority.

■ MUSIC (ORCHESTRAL CONDUCTOR)

■ **UNIVERSITY OF BRITISH COLUMBIA**—The School of Music at the University of British Columbia seeks to appoint an Orchestral Conductor to a tenure-track position at the rank of Assistant Professor, beginning July 1, 2012. The position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. The successful candidate will coordinate orchestral activities in the School of Music, rehearse, conduct, and oversee all activities of the UBC Symphony Orchestra, teach conducting classes and other conducting courses, participate in graduate student supervision, and work with colleagues to develop the conducting curriculum and to enhance instrumental performance at the undergraduate and graduate levels. For a suitably qualified and experienced candidate, duties may also include conducting and coaching opera productions. Other responsibilities include a level of creative/scholarly activity consistent with teaching obligations, and participation in student recruitment, including liaison with local, provincial, and national school and youth orchestral programs. The successful

candidate will be expected to develop professionally in a manner consistent with creative teaching and dedicated service to the School. The terms of the appointment will reflect the candidate's ability to fulfill the described duties at UBC and, if necessary, take into account the scope of any outside professional activities. A graduate degree or equivalent educational and professional experience, preferably including work in a university setting, is required. An excellent record of professional, artistic, and instructional achievement must be demonstrated. Professional experience as an orchestral instrumentalist is welcomed. The letter of appointment should be accompanied, at a minimum, by a current CV and up to two DvDs and two CDs demonstrating conducting ability and achievement. Please include recordings of live performances and rehearsals if possible. Candidates should provide evidence of high-level achievement and potential for continuing growth as a conductor, and of ability and commitment to teach students at all levels. Evidence of teaching experience, effectiveness, and potential is welcome. Three confidential letters of reference should be sent under separate cover by referees. All materials should be sent to: Chair, Orchestral Conductor Search Committee, University of British Columbia, School of Music, 6363 Memorial Road, Vancouver, BC, V6T 1Z2. Application deadline: November 25, 2011. Applications may continue until the position is filled. A limited number of candidates will be invited to visit UBC in February and March 2012. For more information on the UBC School of Music, visit www.music.ubc.ca. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. We especially welcome applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and persons of minority religions. We value the skills and knowledge to engage productively with diverse communities. Canadians and permanent residents of Canada will be given priority.

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■ NURSING—University of the Fraser Valley

The University of the Fraser Valley is the school of choice for 16,000 students annually pursuing more than 100 programs, including two master's degrees, 15 bachelor's degrees, majors, minors and extended minors in more than 30 subject areas, and more than a dozen trades and technology programs. We are committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly supportive environment open to collaboration and innovation. UVF is a multi-campus institution and according to the Globe and Mail's annual Canadian University Report was at the top of the list in the small universities category, earning a 4+ grade in class, and teaching, and an A+ in student-faculty interaction and class size. The School of Health Sciences, at the University of the Fraser Valley (UVF) invites applications from qualified individuals for one (1) 60% full-time, permanent faculty position in the Bachelor of Science in Nursing (BSN) program. The BSN program is one of five health programs in the growing, vibrant and progressive School of Health Sciences. BSN faculty teach in classroom, laboratory, and clinical settings and must possess the flexibility to teach in more than one level of the program. Classroom and laboratory teaching occurs on the Chilliwack campus of UVF. Hospitals, institutions and health care agencies in Chilliwack, Abbotsford and Mission provide the primary sites for student clinical experiences. The successful applicant will have licensure (or eligibility for licensure) with CNEBC, and will hold a Baccalaureate degree in Nursing and a Master's degree in Nursing or related field (current enrollment in a Master's Program may be considered). PhD preferred in Nursing or related discipline. A strong clinical practice background in gerontology/nursing is required. Previous experience with classroom and clinical teaching and research is preferred. The successful applicant will demonstrate evidence of nursing scholarship and strong communication, collaboration and interpersonal skills. Experience in curriculum development is an asset. Shortlisted applicants may be required to undergo a criminal record check. Applicants should send a letter of application and curriculum vitae, and candidates who are short listed will be requested to provide three letters of references to be sent under separate cover. Direct curriculum vitae or resume including evidence of appropriate qualifications, referring to RE-POSTING 2011.21 to: Employee Services, University of the Fraser Valley, 3364 King Road, Abbotsford, BC, Canada V2S 7M8, Tel: (604) 854-4554, Fax: (604) 854-1538, Website: www.uvfu.ca. Email: recruitment@uvfu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority in an effort to be both environmentally and fiscally responsible. UVF will contact only candidates receiving an interview. We thank all applicants for considering employment with UVF. UVF is committed to the principle of employment equity.

■ PHYSICAL EDUCATION—University of Alberta

The Faculty of Physical Education and Recreation is seeking an Assistant Professor of motor learning, motor control, and/or neuroscience and will be expected to make a contribution to the high-quality undergraduate teaching and graduate teaching and supervision. A PhD in an area relevant to the area of motor learning/motor control/neuroscience is required. Postdoctoral experience is desired. For more information and to apply, visit: www.careers.alberta.ca/Competitions/1103815636. Office of the Dean, Faculty of Physical Education and Recreation, University of Alberta, 1133 Van Vleet Centre, Edmonton, AB, T6G 2H9. Email: pete@ualberta.ca. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta is an equal opportunity employer. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ PHYSICAL EDUCATION (PHYSICAL THERAPY & CORE STUDIES)—University of Regina

The Health, Outdoors: Physical Education (HOPPE) Subject Area within the Faculty of Education, University of Regina is inviting applications for a Full-time, Tenure-Track Position appointment beginning July 1, 2012.

talio. Please send a letter of application, curriculum vitae and three letters of reference to: Dr. Lynn Rempel, Chair, Department of Nursing, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, Canada L2S 3L1, Tel: 905-688-5550, ext. 4774; Fax: 905-688-6658. Closing date for applications is November 15, 2011 or until a suitable candidate is found. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply. Permanent residents and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal people, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/webfm_send/1095 and include the completed form with their application. More information on Brock University can be found on the University's website www.brocku.ca. The University of the Fraser Valley is the school of choice for 16,000 students annually pursuing more than 100 programs, including two master's degrees, 15 bachelor's degrees, majors, minors and extended minors in more than 30 subject areas, and more than a dozen trades and technology programs. We are committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly supportive environment open to collaboration and innovation. UVF is a multi-campus institution and according to the Globe and Mail's annual Canadian University Report was at the top of the list in the small universities category, earning an A+ grade in most satisfied students, quality of education, and teaching, and an A+ in student-faculty interaction and class size. The School of Health Sciences at the University of the Fraser Valley (UVF) invites applications from qualified individuals for one (1) 70% full-time, permanent faculty position in the Bachelor of Science in Nursing (BSN) program. The BSN program is one of five health programs in the growing, vibrant and progressive School of Health Sciences. BSN faculty teach in classroom, laboratory, and clinical settings and must possess the flexibility to teach in more than one level of the program. Classroom and laboratory teaching occurs on the Chilliwack campus of UVF. Hospitals, institutions and health care agencies in Chilliwack, Abbotsford and Mission provide the primary sites for student clinical experiences. The successful applicant will have licensure (or eligibility for licensure) with CNEBC, and will hold a Baccalaureate degree in Nursing and a Master's degree in Nursing or related field (current enrollment in a Master's Program may be considered). PhD preferred in Nursing or related discipline. A strong clinical practice background in gerontology/nursing is required. Previous experience with classroom and clinical teaching and research is preferred. The successful applicant will demonstrate evidence of nursing scholarship and strong communication, collaboration and interpersonal skills. Experience in curriculum development is an asset. Shortlisted applicants may be required to undergo a criminal record check. Applicants should send a letter of application and curriculum vitae, and candidates who are short listed will be requested to provide three letters of references to be sent under separate cover. Direct curriculum vitae or resume including evidence of appropriate qualifications, referring to RE-POSTING 2011.21 to: Employee Services, University of the Fraser Valley, 3364 King Road, Abbotsford, BC, Canada V2S 7M8, Tel: (604) 854-4554, Fax: (604) 854-1538, Website: www.uvfu.ca. Email: recruitment@uvfu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority in an effort to be both environmentally and fiscally responsible. UVF will contact only candidates receiving an interview. We thank all applicants for considering employment with UVF. UVF is committed to the principle of employment equity.

■ PHYSICAL EDUCATION (PHYSICAL THERAPY & CORE STUDIES)—University of Regina

The Health, Outdoors: Physical Education (HOPPE) Subject Area within the Faculty of Education, University of Regina is inviting applications for a Full-time, Tenure-Track Position appointment beginning July 1, 2012.

BUILDING THE FUTURE—
Researchers with Vision

The University of Prince Edward Island (UPEI) is seeking a Canada Research Chair (Tier II CIHR) in Healthy Populations and Wellness

Our vision: inclusive, socially relevant, multisectoral research leadership. We seek dynamic researchers who can engage in independent and collaborative multidisciplinary research and who are recognized by their peers as potential leaders in areas of increasing international significance and of established expertise at UPEI. UPEI fosters a vibrant research milieu among its faculties and schools of Arts, Business, Education, Nursing, Science, and Veterinary Medicine (the Atlantic Veterinary College). Faculty at UPEI lead innovative approaches to collaborative, community-based research and knowledge transfer in education, family health & nutrition, aging, nursing, psychology, epidemiology and basic and biomedical sciences. In its Island Prosperity Strategy, PEI has identified wellness, population health and literacy as interrelated priorities.

To learn more, visit research.upei.ca/chairs or contact Dr. Donna Murnaghan, Interim Dean of Nursing at (902) 566-0749.

Consideration of applications and nominations will begin on November 14, 2011 and will continue until a nominee is selected. Forward a cover letter, CV and list of three references to:

UPEI
UNIVERSITY
of Prince Edward
ISLAND

Dr. Katherine Schultz, Vice-President, Research & Development
University of Prince Edward Island
550 University Avenue, Charlottetown, PE, Canada C1A 4P3
Phone (902) 566-0637 Fax (902) 620-5092
Email research@upei.ca
For more information on the Canada Research Chairs program, visit chairs.gc.ca

people • excellence • impact

CAPE BRETON
UNIVERSITYIndustrial Research Chairs:
Mine Water Management & Environmental Remediation

Cape Breton University's (CBU) Centre for Sustainability in Energy and the Environment (CSEE) was created to inspire and facilitate interdisciplinary research and development, and related education and training opportunities, in innovative energy solutions and managing the legacy of past industrial activity. The CSEE is focusing on four areas of opportunity: mine water management, environmental remediation, renewable energy, and clean carbon energy. Each theme will be lead by a Research Chair, who will engage with students and faculty at CBU, as well as other universities, and with industry.

Subject to funding approval, the CSEE, in collaboration with its industrial partners, Enterprise Cape Breton Corporation (ECBC) and the Sydney Tar Ponds Agency (STPA), invites applications for:

Industrial Research Chair in Mine Water Management (Ref #IRC2011-MW)
Industrial Research Chair in Environmental Remediation (Ref #IRC2011-ER)

The main focus of the CBU mine water management research program is to provide quality research that will develop the science to support the development of minimal maintenance mine water management systems. The focus of the remediation research program is to provide quality research that will develop the science and technology that will ensure the long-term integrity of managed sites.

Depending upon the qualifications and experience of the successful candidates, the positions will be tenured or tenure-track appointments in accordance with CBU's faculty association (CBUFA) collective agreement. Rank and salary will be commensurate with experience and qualifications.

For full position details, visit - www.cbu.ca/employment.

Applications should be sent to the address below (email applicants will receive a return email confirming receipt). The closing date for applications is November 30, 2011 with an anticipated start date of April 1, 2012.

A complete application will include a letter of application quoting the reference number; a detailed curriculum vitae; a statement of research interests and how this interest might advance the work of the CSEE; a copy of three relevant publications; an outline of a plan to seek external research funding to support his/her research activities; and three current letters of reference (sent directly to CBU).

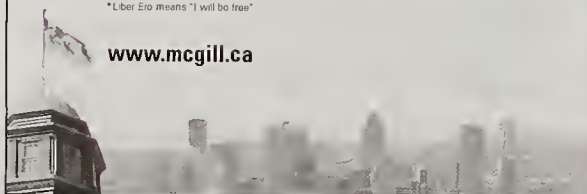
All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. CBU is an equal opportunities employer.

Cape Breton University
Human Resources Dept.
P.O. Box 5300, 1250 Grand Lake Road
Sydney, NS B1P 6L2
(902) 563-1158 ext. 1 | (902) 563-1458 fax
humanresources@ns.aliantzinc.ca

www.cbu.ca/employment



www.mcgill.ca



LAURIER
Wilfrid Laurier University

Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Science, Dr. Oor Jessup (pjessup@wlu.ca). Further information on the equity policy can be found at https://www.wlu.ca/page_page.php?grp_id=2465&id=10545.

.ca

to have letters of reference sent to: Dr. Vir. Catano, Department of Psychology, Saint Mary's University, Halifax, NS, G3H 3K3, Canada. Telephone: (902) 426-5845, Fax: (902) 496-5287. Email: vcatano@smu.ns.ca. Review of applications begins immediately and will continue until the position.

IN PSYCHOLOGY – Saint Mary's University. Applications are invited for two tenure-track appointments of the Assistant Professor level starting July 1, 2012. Candidates are expected to have a PhD in psychology or to be near completion of the degree. We seek individuals with applied interests who can contribute to the research and teaching in one of the following areas: 1. Industrial/Organizational Psychology with expertise in Personnel Psychology, and 2. Developmental Psychology, broadly defined. We will also accept applications from individuals with research interests in other areas of psychology and research programs of the Department. The successful applicants will join a growing

ny programs: Asian Studies, Atlantic Canada Studies, International Development Studies, Irish Studies, Linguistics, Women and Gender Studies, and the new Bachelor of Environmental Studies. Applicants are encouraged to contact the relevant department to determine how, as potential hires, they might enrich our intellectual community. <http://www.smu.ca/academic/arts/departments>. A complete file will include a letter of application, curriculum vitae, research plan and evidence of recent grant applications, a teaching dossier that includes evidence of teaching excellence, a sample of recent scholarly writing, graduate school transcripts and names and contact information for three referees. Applications should be sent to: Dr. Paul Bowley, Chairperson, Department of Religious Studies, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. E-mailed applications will be accepted. Further inquiries will be welcome at religious.studies@smu.ca. Review of applications will com-

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apply directly online. Please see: <http://www.hawaii.edu/admission/applytohawaii.html>. The successful applicant will join a growing, 19-member Department, which is part of the University of Hawaii System. The Department has an applied focus with major and honours curriculum and offers MSE, MA, and PhD degrees in the field of industrial psychology and a certificate program in Human Resource Management. Department faculty are currently working on a new research facility's MSE in Applied Science program. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and persons with disabilities. For additional information about the University and the Department please see our website at: <http://www.smcu.ca/education/science/psych/>. Applicants should furnish a curriculum vitae, a teaching dossier and a letter of recommendation from a faculty member. Dr. Vi Cattaneo, Department Head, NS, 6311 363 Street, Saint Mary's University, Halifax, NS, B3H 3C3, Canada. Tel: 902-420-6100 ext. 222. Fax: 902-420-6287. Email: vi.cattaneo@smcu.ca. Review of applications begins immediately and will continue until the position is filled.

■ **PSYCHOLOGY**—Saint Mary's University, Atlantic Campus, is invited for two tenure-track positions in the Department of Psychology. Professor of Psychology, Dr. Vi Cattaneo, is expected to have a PhD in Psychology or to be in final compilation of the degree. We seek candidates with a strong research background to contribute to teaching and research in one of the following areas: 1. Industrial/Organizational Psychology, 2. Health and Environmental Psychology, and 2. Developmental Psychology. Profoundly diverse. We will also accept applications from persons in related areas who may contribute to the teaching and research programs of the Department. The successful applicants will join a growing

CARRIÈRES

ence on November 15, 2011 and continue until the position is filled. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Salary: The University is committed to principles of employment equity.

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SCIENCE EDUCATION – McGill University
McGill University seeks to fill a tenure/term-track position to support a major position in the Faculty of Education and the Faculty of Science, and one in a series of recent hires in mathematics and science education. In collaboration with the recently appointed colleagues, the person occupying this position will be expected to develop a nationally recognized research program in science education with a view to attracting and mentoring undergraduate and graduate students who will contribute to enhancing the teaching of science at all educational levels. Successful candidates must have a PhD or EdD in education with a minimum of a Bachelor's degree in a field of science or a PhD in a field of science (physical, earth, life, or natural resource sciences) with a minimum of a Bachelor's degree in education. Additional qualifications are: 1. Leadership in the science education research community; 2. A strong and innovative research agenda that addresses significant topics in science education; 3. A demonstrated record or potential for attracting external funding in science education; 4. Leadership in the development of science education programs, coursework or curriculum; 5. Commitment to work in partnership with the college level or at the university level; 6. Expertise in the teaching of both science content and pedagogy. Degrees in education, teaching graduate and undergraduate courses that promote the scientific and pedagogical aspects of science education, both in the Faculty of Science and the Faculty of Education, mentoring graduate students in science education research, and collaborating with colleagues in teacher education, science and mathematics education, and the sciences at McGill. Applications and nominations should include a curriculum vitae, a brief statement of research and teaching interests and the names of three references, and should be sent before January 15, 2012, to: Dean, Faculty of Education and Dean, Faculty of Science, c/o Ms. Fayga Kovacs, Tomlinson Project in University Level Science Education, Redpath Museum, McGill University, 859 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous persons, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

SCIENCE EDUCATION – McGill University
The Faculty of Science, McGill University invites nominations and applications for the Tomlinson Project in University Level Science Education. The Chair was endowed by Dr. Richard H. Tomlinson in 2002 as part of the Tomlinson Project in University Level Science Education. The Chair's mandate is to conduct research and teaching that will advance the understanding and practice of science education, preferably university level science education. The candidate should hold a PhD in a science discipline and have demonstrated excellence in scholarship in science as well as in science education. The Chair will take up to a tenure or tenure-track appointment at the Associate or Full Professor level in one of the departments of the Faculty of Science. Significant funding will be accessible through the Tomlinson Project in University Level Science Education, and the candidate is also expected to attract external research funding. Applications and nominations should include a curriculum vitae, a brief statement of research and teaching interests and the names of three references, and should be sent before January 15, 2012, to: Dean, Faculty of Science, c/o Ms. Fayga Kovacs, Tomlinson Project in University Level Science Education, Redpath Museum, McGill University, 859 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous persons, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

SOCIOLOGIE – Collège universitaire Glendon, Université York
Le Département de sociologie sollicite des candidatures pour un poste menant à la permanence au rang de Professeur(e) adjoint(e). Le date d'entrée en fonction est le 1er juillet 2012. **CONTEXTE:** Le Collège universitaire Glendon est la faculté bilingue (français-anglais) d'arts libéraux de l'Université York. Il offre une gamme de programmes en lettres et sciences humaines. Son campus est situé au cœur de Toronto. **POSTE:** Les fonctions comprennent l'enseignement au niveau du cycle universitaire, la supervision de la recherche et les tâches administratives. Les candidats doivent détenir un doctorat en sociologie ou dans un domaine connexe et être capables de démontrer un intérêt manifeste pour l'enseignement et la recherche en lettres et sciences humaines. Le domaine de spécialisation sera le résultat de la recherche et de l'enseignement est ouvert. Les candidats doivent aussi être en mesure de répondre aux besoins du département au niveau de l'enseignement des cours de base, pour des publications et des projets de recherche en cours et pour participer au processus de planification départementale. Les candidats doivent être bilingues, français-anglais, et doivent pouvoir enseigner dans ces deux langues. La personne choisie devra être rapidement admissible au titre de membre de la Faculté des études supérieures. **ENGAGEMENT:** Le salaire est basé sur la fonction des qualifications et de l'expérience.

Tous les postes à York sont liés à une autorisation budgétaire de l'Université. **ACTION POSITIVE:** L'Université York est un employeur qui a adopté un programme d'action positive. Tous les postes de renseignement sur le programme d'action positive, veuillez consulter le site Web de l'Université à l'adresse www.yorku.ca/carejobs ou demander un exemplaire du programme auprès du bureau du programme d'action positive au numéro 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature; toutefois, priorité sera donnée aux personnes de citoyenneté canadienne ou détenant le statut de résident permanent. **DEMANDES DE POSTE:** Les demandes doivent inclure une lettre de candidature, un curriculum vitae, des publications, un dossier d'enseignement (incluant évaluations et plans de cours) ainsi que trois lettres de recommandation envoyées séparément au Directeur, Département de sociologie, Collège universitaire Glendon, Université York, 2275 avenue Bayview, Toronto, Ontario, M4N 3M6, Canada. **DATE LIMITE DE SOUMISSION DES CANDIDATURES:** Le 5 janvier 2012. **N.B.:** Les soumissions électroniques ne seront pas acceptées.

SOCIOLOGIE – Glendon College, York University
The Department of Sociology invites applications for a tenure-track position at the rank of Assistant Professor to commence July 1, 2012. **CONTEXTE:** Glendon is the bilingual (English-French) liberal arts Faculty of York University. It offers a variety of programs in the humanities and social sciences. It is located on its own separate, mid-town campus. **POSITION:** Duties will include teaching at the undergraduate level in the Glendon department of sociology, graduate teaching and supervision, research and administrative responsibilities. **CANDIDATES:** Candidates must hold a PhD in sociology or a related field and demonstrate a commitment to teaching and research in sociology in a bilingual, interdisciplinary fashion. They must be capable of meeting the department's teaching needs in core areas and participate in departmental planning projects. Candidates must be bilingual, English-French, and must be able to teach in these two languages. Candidates must also be suitable for prompt appointment to the Faculty of Graduate Studies. **APPOINTMENT:** Salary will be commensurate with qualifications and experience. All positions at York are subject to budgetary approval. **AFFIRMATIVE ACTION:** York University is an Affirmative Action Employer. The Affirmative Action Program can be found on the York website at 222.yorku.ca/aca/ds or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. **APPLICATIONS:** Applicants must include a cover letter, curriculum vitae, publications, teaching dossier (e.g., evaluations, course outlines) and three letters of reference. Applications should be sent to the Chair, Department of Sociology, Glendon College, York University, 2275 Bayview Ave., Toronto, Ontario, Canada, M4N 3M6. **DEADLINE FOR COMPLETE APPLICATION PACK:** Applications must be submitted by January 5, 2012. **PLEASE NOTE:** Application packages must be submitted in hard copy.

SPANISH LINGUISTICS – University of Western Ontario
The University of Western Ontario, Department of Modern Languages and Literatures (http://www.uwo.ca/modlang) is seeking applications for a permanent (tenure track) position at the rank of Assistant Professor in Spanish Linguistics to commence July 1, 2012. The position is completed before specialization in phonology/phonetics or applied to bilingualism, second language acquisition or language contact research. Experience in language program coordination, an interest in classroom research, excellence in teaching of research, and native or near-native fluency in Spanish are essential. Responsibilities will include co-teaching, teaching of research, and supervision of Graduate Teaching Assistants, teaching at the undergraduate and graduate levels, and PhD supervision, and an active role in the Linguistics and Hispanic Studies programs. Send letter of application with curriculum vitae, copies of transcripts, a teaching portfolio, and three letters of reference to: Prof. Joyce Bruhn de Garavito, Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, Canada, N6A 3K7; Tel: (519) 661-4093. Applications must be received by 15 December 2011. Positions are subject to budget approval. Applicants should have fluent oral and written communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

THEATRE & FILM (COSTUME DESIGN) – University of British Columbia
The Department of Theatre and Film at the University of British Columbia, Vancouver (www.theatre.ubc.ca), invites applications for a tenure-track appointment as an Assistant Professor to commence July 1, 2012. The successful candidate will teach courses and supervise undergraduate and graduate students in the Theatre and Film and Production area of the Department and provide administrative service to the department. The University Faculty at UBC are expected to sustain a high level of research/scholarly activity, including distinguished artistic, creative or professional work. The successful candidate will have a strong commitment to teaching and will also be expected to maintain a program of effective teaching, departmental and university-wide graduate and undergraduate supervision. Applicants should hold an MFA, PhD, or equivalent terminal degree in a field related to costume design for the performing arts, should have some teaching experience at the university or college level, and should submit a portfolio of design work demonstrating excellence and professional experience in design for theatre and/or other live performance (e.g., opera, dance, fashion).

Experience in costume design for film or television will be considered an important asset. Expertise in an area related to costume design such as costume technology, production design, set or lighting design, or costume or fashion history will also be considered an asset. The position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience.

WANTED
UHC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents of Canada. UBC strongly committed to diversity with its community and especially welcomes applications from visible minority group members, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas. Applications must include a letter of application, CV, portfolio of design work (photographs or CD or DVD in a standard digital format), description of research/creative interests and evidence of teaching effectiveness. Applicants must arrange to have three confidential letters of reference sent directly by their referees. Applications and reference letters sent via email will NOT be accepted. Application deadline: December 12, 2011. Applications should be mailed to: Chair, Costume Design Search Committee, Department of Theatre and Film, University of British Columbia, 6354 Crescent Road, Vancouver, BC, V6T 1Z2, Canada.

THEATRE & FILM (PRODUCTION TECHNOLOGY) – University of British Columbia
The Department of Theatre and Film at the University of British Columbia, Vancouver (www.theatre.ubc.ca), invites applications for a tenure-track appointment as an Assistant Professor of Production Technology, effective July 1, 2012. The successful candidate will teach courses and supervise students (undergraduate and graduate) in the Theatre Design and Production area of the Department, and provide administrative service to the Department and the University. Faculty at UBC are expected to sustain a high level of research/scholarly activity, including distinguished artistic, creative or professional work. The successful candidate will have a strong commitment to teaching and will also be expected to maintain a program of effective teaching, departmental and university-wide graduate and undergraduate supervision. Applicants should hold an MFA, PhD, or equivalent terminal degree in a field related to technology practice and design in the performing arts; should have some teaching experience at the university or college level, and should submit a portfolio demonstrating excellence and professional experience in one or more of the following areas: advanced technical practices, rigging and show control systems, stage and/or location management, or related fields. Experience in sound design for theatre, music, film or video will be considered an important asset. Additional expertise in an area related to production technology for the performing arts such as lighting technology, systems integration, computer lighting design, film production, or software development will be considered an asset. The position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents of Canada. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas. Applications must include a letter of application, CV, portfolio of design work (photographs or CD or DVD in a standard digital format), description of research/creative interests and evidence of teaching effectiveness. Applicants must arrange to have three confidential letters of reference sent directly by their referees. Applications and reference letters sent via email will NOT be accepted. Application deadline: December 12, 2011. Applications should be mailed to: Chair, Production Technology Search Committee, Department of Theatre and Film, University of British Columbia, 6354 Crescent Road, Vancouver, BC, V6T 1Z2, Canada.

THEORETICAL ASTROPHYSICS – University of Toronto
The Canadian Institute for Theoretical Astrophysics (CITA), a national centre for theoretical astrophysics hosted by the University of Toronto, invites applications for a tenure-track faculty position, to commence July 1, 2012. The search is open to candidates at the Assistant or Associate Professor level. Applicants from any area of theoretical astrophysics, cosmology and/or universe physics are encouraged to apply. We seek candidates with exceptionally strong and internationally recognized research records, and outstanding promise of future research accomplishments. Additional selection criteria include demonstrated excellence in teaching, in particular working with research fellows, graduate and undergraduate students, and to assume a leadership role in administering CITA's active educational and visitor programs. The successful candidate will demonstrate excellence in research and have a strong commitment to excellence in teaching. Salary will be commensurate with qualifications and experience. CITA is an institution of the Department of Arts and Sciences, University of Toronto. The present complement of research staff includes research fellows, postdoctoral fellows. The unique research environment at CITA is enhanced by close ties to the Department of Astronomy and Astrophysics, the Quark Institute, the Department of Physics, and the Canadian Institute for Advanced Research Cosmology and Gravity Program. We encourage applicants to apply online by clicking on the link <http://http://www.jobs.utoronto.ca/faculty.htm>. If you are unable to apply online, please submit your application and other materials via email to: ctadirector@utoronto.ca using the subject line "Faculty Search". Applicants should submit a curriculum vitae, a bibliography, a statement of research interests. Please arrange for three letters of recommendation to be sent directly to: Prof. Norman Murray, Director, CITA, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada M5S 3H8. All materials should reach CITA by December 3, 2011. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from

visible minority group members, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. This is an international search. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

WANTED
UHC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents of Canada. UBC strongly committed to diversity with its community and especially welcomes applications from visible minority group members, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas. Applications must include a letter of application, CV, portfolio of design work (photographs or CD or DVD in a standard digital format), description of research/creative interests and evidence of teaching effectiveness. Applicants must arrange to have three confidential letters of reference sent directly by their referees. Applications and reference letters sent via email will NOT be accepted. Application deadline: December 12, 2011. Applications should be mailed to: Chair, Costume Design Search Committee, Department of Theatre and Film, University of British Columbia, 6354 Crescent Road, Vancouver, BC, V6T 1Z2, Canada.

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- COMMUNICATIONS
- HEALTH SCIENCES
- CHEMISTRY
- PHYSICS
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The University of the Fraser Valley, the school of choice for 16,000 students annually pursuing more than 100 programs, including two master's degrees, 15 bachelor's degrees, majors, minors and extended minors in more than 30 subject areas, and more than a dozen trades and technology, is committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly supportive environment open to collaboration and innovation.

Full details at www.ufv.ca/careers



University Librarian Mount Saint Vincent University

Mount Saint Vincent University invites nominations and applications for the position of University Librarian. Reporting to the Vice-President (Academic) and working collaboratively with the senior management team to achieve the strategic goals of the University, the University Librarian will be responsible for managing all aspects of library and archival operations, including public services, metadata production, collection development, instructional delivery, reference and access services, scholarly communications, and data preservation and stewardship. S/he will act as a professional Librarian and establish and monitor Library goals and priorities in support of the Academic Plan, create and administer the Library budget, manage consortial and licensing agreements, and act as Copyright Officer for the University.

The successful candidate will possess an ALA-accredited MLIS or MLS degree with a minimum of five years of increasing administrative responsibility and success in an academic library. S/he will have a commitment to fostering a positive student-focused Library environment, an appreciation of the teaching, research and service missions of a university, a deep knowledge and understanding of current issues in academic librarianship, and achievement in the integration of emerging technologies and electronic resources with traditional library services.

S/he will have the ability to build a strong team, promote staff development, work effectively with administrators, faculty, staff, and students across the University, and develop external relationships and partnerships.

ABOUT US

Inspired by a strong tradition of social responsibility and an enduring commitment to the advancement of women, Mount Saint Vincent University promotes academic excellence and the pursuit of knowledge through scholarship, teaching, and intellectual endeavour of the highest quality. The University is recognized as a leader in flexible education, applied research, and a personalized approach. Located on Canada's east coast in Halifax, Nova Scotia, Mount Saint Vincent University attracts outstanding faculty, staff and over 4,000 students from around the world. For more information visit www.msvu.ca.

Term: Renewable Term of 5 Years.
Anticipated start date of April 15, 2012.
Salary: Executive Level - Commensurate with qualifications and experience.

To apply for this position, please submit your application including a letter of introduction, Curriculum Vitae, and contact information for three references (who will not be contacted without your consent) to Dr. Elizabeth Church, Vice President (Academic), Mount Saint Vincent University, 166 Bedford Highway, Halifax, NS B3M 2J6, e-mail vpacademic@msvu.ca, or fax (902) 443-3813. The Search Committee will begin considering applications December 2011.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, other racially visible persons, and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

For more information, please e-mail vpacademic@msvu.ca

CAREERS CARRIÈRES



Université d'Ottawa

Deux postes de professeurs réguliers
Institut des langues officielles et du bilinguisme

L'Institut des langues officielles et du bilinguisme (ILOB) de l'Université d'Ottawa sollicite des candidatures pour deux postes de professeurs réguliers menant à la permanence, débutant le 1er juillet 2012. Ces postes pourraient être comblés au rang d'adjoint ou agrégé selon les qualifications et l'expérience.

1) Mesure et évaluation avec une spécialisation en évaluation des compétences en langue seconde/étrangère

La personne choisie sera chef de file dans les dimensions théoriques et pratiques de l'évaluation des compétences langagières et aura comme mandat d'assurer que l'ILDB maintienne son rôle d'acteur de premier plan dans le domaine de l'évaluation langagière au Canada. L'expertise en évaluation de programmes constituera un atout supplémentaire. Ce poste pourrait être jumelé à une Chaire de recherche en bilinguisme de l'Université.

Les exigences requises comprennent (1) un doctorat avec une importante composante en mesure et évaluation dans un champ pertinent tel que l'enseignement ou l'acquisition de la langue seconde/étrangère; (2) un dossier d'excellence en enseignement dans une institution post-secondaire; (3) un dossier de recherches et de publications en évaluation langagière; (4) la capacité d'obtenir des subventions externes; et (5) l'habileté démontrée pour le travail en équipe ainsi qu'avec des populations diverses.

2) Acquisition de la langue seconde avec une spécialisation en pédagogie du langage

La personne choisie sera chef de file dans le domaine de l'acquisition des langues secondes/étrangères et l'enseignement des langues. Une expertise en bilinguisme et/ou dans le domaine de la politique et de la planification du bilinguisme constituera un atout supplémentaire.

Les exigences requises comprennent (1) un doctorat dans le domaine de l'acquisition et la pédagogie de la langue seconde/étrangère; (2) un dossier d'excellence en enseignement dans une institution post-secondaire; (3) un dossier de recherches et de publications en acquisition de la langue seconde; (4) la capacité d'obtenir des subventions externes; et (5) l'habileté démontrée pour le travail en équipe ainsi qu'avec des populations diverses.

Les fonctions pour les deux postes comprennent une charge de cours au niveau du premier et deuxième cycle et la direction des étudiants diplômés. La personne choisie devra faire preuve de vision et de leadership dans les domaines de recherche reliés aux activités de l'ILDB. De plus, elle devra développer son propre programme de recherche, faire des demandes de subventions et participer aux activités d'organismes professionnels.

Le salaire de ces deux postes est déterminé selon les dispositions de la convention collective APJQ.

L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 160 ans. Par l'entremise de l'Institut des langues officielles et du bilinguisme, l'Université offre aux membres et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue et devront pouvoir enseigner dans les deux langues officielles.

Prière d'adresser sa lettre de candidature, un curriculum vitae, une copie des publications récentes et trois lettres de recommandation confidentielles, envoyées sous pli séparé, à : M. Richard Clément, Directeur et Doyen associé, Institut des langues officielles et du bilinguisme, Université d'Ottawa, 600 avenue King Edward, Ottawa (Ontario) K1N 6N5; Tél: 613-562-5359; Téléc: 613-562-5126; Courriel: Richard.Clement@uOttawa.ca. Date limite pour la soumission des candidatures: le 1er décembre 2011.

Toutes les personnes qualifiées sont invitées à postuler; la priorité sera toutefois accordée aux Canadiens ainsi qu'aux résidents permanents. L'Université d'Ottawa s'engage à l'équité d'emploi et elle encourage les Autochtones, les membres des minorités visibles et les personnes handicapées à postuler. Dans le cas particulier de l'ILOB, afin de créer un milieu de travail représentatif, les hommes sont encouragés à postuler.

University of Ottawa

Two Tenure-Track Positions
Official Languages and Bilingualism Institute

The Official Languages and Bilingualism Institute (OLBI) of the University of Ottawa invites applications for two tenure-track positions, commencing on July 1, 2012. Both positions may be filled at the rank of Assistant or Associate Professor depending on qualifications and experience.

1) Measurement and evaluation with a specialization in second/foreign language assessment

The successful candidate will be an expert in the theoretical and practical aspects of language assessment and will have a mandate to ensure that the OLBI maintains a leadership role in language assessment in Canada. Expertise in program evaluation would be considered an asset. This position may be complemented by a University Research Chair in Bilingualism.

The successful candidate will have the following qualifications: (1) a doctorate in measurement and evaluation related to second/foreign language teaching or language acquisition; (2) evidence of excellent teaching in a post-secondary institution; (3) an established research program and record of refereed publications related to language assessment; (4) an ability to attract external funding; and (5) demonstrated skills in working collaboratively and with diverse populations.

2) Second language acquisition with specialization in language pedagogy

The successful candidate will have expertise in an area of second/foreign language acquisition and language teaching. Some expertise in the field of bilingualism, and/or bilingual policy and planning would be considered an asset.

The successful candidate will have the following qualifications: (1) a doctorate in a field related to second/foreign language acquisition and pedagogy; (2) evidence of excellent teaching in a post-secondary institution; (3) an established research program and record of refereed publications related to language acquisition; (4) an ability to attract external funding; and (5) demonstrated skills in working collaboratively and with diverse populations.

Responsibilities for both positions include teaching undergraduate and graduate courses, supervising graduate students, and providing vision and leadership related to the research activities of OLBI. The successful candidate will be expected to carry out a robust personal research program, seek external funding, and participate in the activities of professional organizations.

Salary for both positions is determined in accordance with the APJQ Collective Agreement.

The University of Ottawa is justly proud of its 160-year tradition of bilingualism. Through its Official Languages and Bilingualism Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting and to teach in both official languages.

Please forward a cover letter, curriculum vitae, copies of recent publications as well as three confidential letters of recommendation, sent under separate cover, to:

Prof. Richard Clément, Director and Associate Dean
Official Languages and Bilingualism Institute,
University of Ottawa
600 King Edward Ave., Ottawa ON, K1N 6N5
Tel: 613-562-5359; Fax: 613-562-5126
E-mail: Richard.Clement@uOttawa.ca

Deadline for applications: December 1, 2011.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Equity is a University of Ottawa policy. Aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply. In order to promote a representative workplace as it specifically relates to OLBI, men are encouraged to apply.



McGill

Tenure-Track Position in Cell Biology
Department of Biology

The Department of Biology at McGill University invites applications for a tenure-track position in cell biology.

We are seeking an energetic, interactive individual who will complement the Department's recognized strengths, across a wide range of model organisms, in developmental genetics, neuroscience, biophysics, and cell biology. The ideal applicant will employ advanced modern techniques to address questions of broad biological significance. The candidate will have convenient access to state-of-the-art imaging facilities and other major core services as a member of the McGill Life Sciences Complex.

Applicants should possess a Ph.D. or equivalent degree in Biology or a related discipline, postdoctoral experience, and a significant track record of research excellence. The successful applicant will be expected to conduct a vigorous program of independent, externally funded research and to contribute to teaching at both the undergraduate and graduate levels.

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The application deadline is **December 2nd, 2011**

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IN REVIEW

Intern Nation How to Earn Nothing and Learn Little in the Brave New Economy



Ross Perlin. Brooklyn, NY: Verso Books, 2011; 288 pp; ISBN: 978-1-84467-686-6, cloth \$28.50 CAD.

Reviewed by JOHANNA WESTSTAR

Ross Perlin's exposé of the explosive rise of internships has a breadth of sources and coverage that paints a convincing picture of the intern landscape in the United States, and to an increasing degree, in other industrialized countries across the UK, Europe and Asia. The picture is not rosy, though the book is largely based on anecdotal accounts.

Of note to universities and the academics and career services personnel within them, is Perlin's scathing critique of the academy's role in the proliferation of illegal unpaid internships. He writes, "An overwhelming majority of colleges and universities, as well as some high schools, endorse and promote unpaid internships without a second thought, provide the lucrative academic credit that employers wishfully hope will indemnify their firms, and justify it all with high-minded rhetoric about 'situated learning' and 'experiential education.'" (p. 83)

What Perlin reveals is a complicated relationship among employers, students and universities that fuels the intern boom. Employers want their internship to count as academic credit at a university or college. This gives them access to a ready body of applicants (not that there seems to be a shortage) and also pulls a veil of legitimacy over the enterprise.

As the author continuously reminds the reader, employers attempt to use internships as a legal loophole for paying the minimum or even the trainee wage. In the US there are six criteria for trainee exception from the Federal Labour Standards Act (FLSA) that dictates minimum working standards. Employers partner with educational institutes so that they can claim their internship has educational value and therefore should be exempt from the requirement of a wage.

In exchange, the educational institute can generate revenues from the tuition paid for the internship credit, increase their reputations and relevance among business elites, and allow exhortations of cutting-edge experiential pedagogy. In paying to work for free, the student gets a line on her resume.

Perlin never wonders if this line on the resume is enough or is a fair trade. Rather he decries the illegality of these unpaid internships and makes a strong case that paying interns a minimum wage, despite their growing numbers, will not greatly disrupt the capitalist order. His summary of the academic literature on raising the minimum wage is quite sound.

Conversely, he advocates that internships be made to meet to the letter the six-point test to be exempt under the FLSA. This would include a rigorous training component and would likely cost more in time and effort than paying the minimum wage.

To support these arguments Perlin provides an entire chapter tracing the history of apprenticeships and later includes a detailed discussion of the co-operative education movement. It is clear that he holds apprenticeship programs and co-ops in much higher esteem than rapid white-collar internships and mourns the "vocational stigma" that restricts these programs to blue-collar and technical work.

I found Perlin's far left critique of situated learning and experiential education to be particularly thought provoking. Academics are susceptible in the age of National Student Engagement Surveys to pedagogical approaches that increase student learning and also increase the relevance of the subject matter.

Experiential learning, service learning and their variants are a large part of this discussion. They are bolstered by studies of learning styles that show the value of learning by doing. Yet, as any academic who has tried it knows, it is often harder to plan and execute meaningful active learning approaches than to simply stand up and lecture for three hours.

It is easy to pay lip service to the experiential model, but fall down with insufficient preparation, support or debriefing. Such is the case with internships. The idea seems sound — send students and recent graduates into a real workplace to get real experience. But, as Perlin hammers home again and again, in practice interns learn little as they complete largely menial tasks with almost no supervision. He notes that only 27.6 per cent of colleges in the US require classroom experience in granting academic credit for an internship.

See INTERN NATION Page A6 ➔

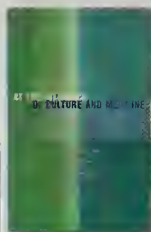
QUICK PICKS



The Seduction of Ethics Transforming the Social Sciences

Will C. van den Hoonaard. Toronto, ON: University of Toronto Press, 2011; 375 pp; ISBN: 978-1-44264-268-3, cloth \$75 CAD; ISBN: 978-1-44261-150-4, paper \$32.95 CAD.

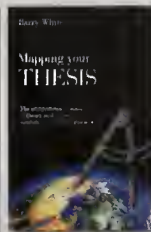
The Seduction of Ethics is an ethnographic work about relationships between researchers and research ethics committees. In this book, van den Hoonaard looks at formal research ethics codes and how countless administrators, researchers, scholars, and policy makers are lured into their ambit. In Canada alone, ethics review is a \$35 million 'industry.' What drives this seduction is not only a moral panic and a view of people as vulnerable and needing protection, but also the public's desire for institutional accountability. The result is a systemic change in the way social researchers conduct their work.



At the Interface of Culture and Medicine

Earle H. Waugh, Olga Szafran & Rodney A. Crutcher, eds. Edmonton, AB: The University of Alberta Press, 2011; 296 pp; ISBN: 978-0-88864-532-6, paper \$49.95 CAD.

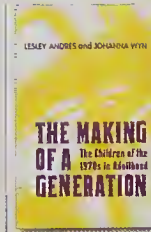
In this groundbreaking contribution to the field of culture and medicine, 25 professionals in medicine, nursing, and the social sciences have contributed 14 papers on the influence of culture in health care. The topics range from the perception of skills of international medical graduates, to conflicting expectations of patient care of various cultural groups, to cultural issues at the end of life. Health care educators, practitioners, sociologists, policy makers, and learners at all levels will find this book makes a significant foray into an underexplored sector of research.



Mapping Your Thesis The Comprehensive Manual of Theory and Techniques for Masters and Doctoral Research

Barry White. Camberwell, VIC: ACER Press, 2011; 360 pp; ISBN: 978-0-86431-823-7, paper \$89.95 AUD.

This book is the complete guide to writing a masters' and doctoral thesis and addresses the nature of interdisciplinary and mixed methods research and the relationship between the two. This combination of research methods is the key precursor to the interrogation and comparison of exegetic (exposition), empirical and qualitative approaches to writing. The purpose of this resource is to raise awareness of, and provide grist for reflection on, the critical choices research and thesis writing currently involves.



The Making of a Generation The Children of the 1970s in Adulthood

Lesley Andres & Johanna Wyn. Toronto, ON: University of Toronto Press, 2010; 270 pp; ISBN: 978-0-80209-258-8, cloth \$70 CAD; ISBN: 978-0-80209-467-4, paper \$32.95 CAD.

Secondary school graduates of the late 1980s and early 1990s have found themselves coping with economic insecurity, social change and workplace restructuring. Drawing on studies that have recorded the lives of young people in Canada and Australia for more than 15 years, *The Making of a Generation* offers insight into the hopes, dreams and trajectories of a generation. The authors discuss the consequences of education and labour policies, emphasizing the impacts on health, well-being and family formation, and seek to provide answers to the overarching question of how a generation is made.